

OCCUPATIONAL OUTLOOK REPORT

Mother Lode Consortium

1995

for the Mother Lode Counties of

**Amador
Calaveras
Mariposa
Tuolumne**

Published by the Labor Market Information Division of



**In cooperation with the State of California
Employment Development Department, Labor Market Information Division**

OCCUPATIONAL OUTLOOK

Mother Lode Consortium 1995

**Amador
Calaveras
Mariposa
Tuolumne**
Counties

For more information contact:

**Maria Robinson
Project Coordinator
Mother Lode Job Training
P. O. Box 1176
Sonora, California 95370
(209) 532-2820 or 533-3396**

*Relay service for the deaf, hearing-impaired and speech disabled only:
CRS (800) 735-2929 (TTY)*

A California Cooperative Occupational Information System labor market information report of selected occupations sponsored by the Mother Lode Consortium Private Industry Council; the State of California Employment Development Department, Labor Market Information Division; and the California Occupational Information Coordinating Committee.



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THE MISSION OF MOTHER LODE JOB TRAINING

- *Provide quality employment training services to individuals*
- *Provide local employers with individuals who are ready for work or training*
- *Work in partnership with other community resources to build a quality workforce, and*
- *Provide a work environment that enables staff to excel*

ACKNOWLEDGMENTS

We are grateful to those who have helped with this project during the last six years . . .

To Amador, Calaveras, Mariposa, and Tuolumne counties' **employers** who respond promptly to our surveys

To **community members** who attend our meetings and who provide valuable guidance and information as members of our Local Advisory Committee

To **local school instructors and counselors** who graciously accept requests for interviews

To our **Private Industry Council members** who continuously give their support to the program

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To **Lynn Sholer**, my assistant, who always demonstrates loyalty, commitment, and dedication, and

To **Wilbert "Woody" Smallwood**, Mother Lode Job Training Executive Director--my boss, friend, and supporter of the labor market information program.

All of us from Mother Lode Job Training hope you find this report useful.

Maria Robinson
CCOIS Project Coordinator

December 1995

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SECTION 1**INTRODUCTION**

This report presents the 1995 findings of the California Cooperative Occupational Information System (CCOIS) formerly called the State and Local Cooperative Labor Market Information Program (LMI). Mother Lode Job Training (MLJT) conducts this project in partnership with the State of California Employment Development Department (EDD). Information in the occupational summaries portion of this report apply specifically to the survey area: Amador, Calaveras, Mariposa, and Tuolumne counties. When referring to this project in this report, the term LMI program will be used.

PURPOSE

The purpose of this Occupational Outlook Report is to provide information for labor market decisions, including personnel management, career and vocational training program planning. Not all occupations included are suitable for training at this time. The Supply/Demand statements must be weighed before training decisions are made. Omission of an occupation from this report does not imply that training for that occupation is not appropriate at this time.

Labor market information is a guide when making labor market decisions, not the absolute answer. Users of labor market information should consider changes which occurred after data collection when making labor market decisions. These changes might be new industries and businesses, plant closures, layoffs, recessions and other economic fluctuations.

USAGE

The occupational summaries presented are designed to be used for

Career Counseling	Career counselors and job seekers can use this local information regarding employer requirements and preferences, wages, sources of employment, degree of demand, and training providers for selected occupations.
Placement and Job Development	Job counselors and job developers can use the supply/demand information to assist job seekers make decisions about occupations appropriate for their skills, abilities, education and needs.
Vocational Program Planning	Local planners can use the supply/demand data, occupational size, and expected growth rate information for planning and developing training programs.
Curriculum Design	Training providers can use information about employers' requirements regarding the type of skills training they expect new employees to receive from vocational training programs.

Economic Development	Local governments and economic development agencies can use the supply/demand, occupational size, expected growth rates, and wage data information to determine the suitability of Mother Lode counties for business growth and development.
Program Marketing	Schools and other local training providers can market training programs more effectively by informing students, employers, and other members of the community that training programs are developed using reliable, locally-developed occupational data.
Wage Data	Although it is not intended as an official wage survey, the wages presented in this report have been very useful to employers in providing comparative information concerning local wage rates in particular occupations.

EMPLOYER NEEDS

The LMI program meets employers' needs by ensuring that training providers keep abreast of local employers' hiring requirements. Also, if employers are to remain competitive, they must be aware of local wage and fringe benefit packages.

SELECTION OF OCCUPATIONS

Local users of labor market information helped select the occupations for survey at each county's annual community meeting. Among the participants were Columbia College vocational program administrators, counselors, and instructors; Regional Occupational Program directors and instructors; Department of Social Services GAIN personnel; economic development coordinators; employment and training representatives; Employment Development Department staff; Chamber of Commerce directors; and employers.

Since April 1990, 127 occupations have been surveyed; 13 occupations have been surveyed a second time after three years or more. Most occupational selections reflect employers' needs for qualified workers in jobs requiring from six to twenty-four months' training. However, a few professional occupations requiring more than two years' training have been studied.

LIST OF OCCUPATIONS

The following pages list alphabetically the occupations studied this year, all the occupations studied from 1990 through 1995, and the occupations sorted by career clusters.

SELECTION OF OCCUPATIONS**OCCUPATIONS SURVEYED IN 1995**

871020	Carpenters
680380	Child Care Workers
003.362.010	Computer Aided Design (CAD) Technicians
213.132-999	Computer and Software Support Technicians
660020	Dental Assistants
221260	Electrical and Electronic Engineers
790300	Gardeners, Groundskeepers
859020	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
660110	Home Health Care Workers
315211	Instructional Aides
660050	Medical Assistants
283050	Paralegal Personnel
130050	Personnel, Training, and Labor Relations Managers
325181	Pharmacy Technicians
660172	Physical Therapy Aides
660171	Physical Therapy Assistants
329210	Radiologic Technicians, Diagnostic
875110	Septic Tank Servicers and Sewer Pipe Servicers
971050	Truck Drivers, Light (Including Delivery and Route Workers)
522.685-062	Wine Fermenters

SELECTION OF OCCUPATIONS

SURVEYED OCCUPATIONS IN ALPHABETICAL ORDER

Amusement & Recreation Attendants, 1992
 Automotive Body, Related Repairers, 1992
 Automotive Mechanics, 1990, 1993
 Bartenders, 1993
 Bookkeeping, Accounting/Auditing Clerks, 1990, 1993
 Bus Drivers, School, 1991
 Butchers and Meat Cutters, 1991
 Cabinet Makers, Bench Carpenters, 1991
 Carpenters, 1990, 1995
 Carpet Installers, 1993
 Cashiers, 1990
 Child Care Workers, 1991 Limited Survey, 1995
 Cooks, Restaurant, 1990, 1994
 Computer Aided Design (CAD) Technicians, 1995
 Computer & Software Support Technicians, 1995
 Computer Programmers, 1994
 Concrete & Terrazzo Finishers, 1993
 Correctional Officers, Jailers, 1991
 Counter & Rental Clerks, 1994
 Data Processing Equipment Repairers, 1994
 Dental Hygienists, 1992
 Dental Assistants, 1991, 1995
 Drafters, 1991
 Drywall Installers, 1993
 Electricians, 1992
 Electrical and Electronic Engineers, 1995
 Electrical/Electronic Engineering Technicians, 1993
 Electronic, Electrical Assemblers, 1991
 Firefighters, 1990 (Limited Survey)
 Food Preparation Workers, 1990
 Food Service Manager, 1993
 Food Service & Lodging Managers, 1990
 Forest & Conservation Workers, 1993
 Gardeners, Groundskeepers, 1991, 1995
 General Managers, Top Executives, 1992
 General Office Clerks, 1991
 Glaziers, 1993
 Guards, Watchguards, 1992
 Hairdressers, Hairstylists, Cosmetologists, 1992
 (Limited Survey)
 Heating, Air Cond, Refrig Mechanics, 1992, 1995
 Home Health Care Workers, 1990 Limited Survey, 1995
 Hotel Desk Clerks, 1992
 Human Service Workers, 1994
 Instructional Aides, 1995
 Insurance Policy Processing Clerks, 1991
 Janitors & Cleaners, 1990 (Exclud Maids, Housekeepng)
 Legal Secretaries, 1991
 Licensed Vocational Nurses, 1990, 1994
 Loan and Credit Clerks, 1991
 Machine Tool Cutters/Tenders, Metal/Plastic, 1992
 Maintenance Repairers, General Utility, 1990
 Medical/Clinical Lab Techs, 1992, (Limited Survey)
 Medical Assistants, 1991, 1995
 Medical Machine Transcribers, 1993
 Medical Record Technicians, 1992
 Medical Secretaries, 1991
 Mobile Heavy Equipment Mechanics, 1990
 (Excluding Engines)
 Nurse Aides, 1994
 Nurse Aides, Orderlies, & Attendants, 1990
 Operating Engineers, 1990
 Opticians, Dispensing and Measuring, 1994
 Painters, Paperhangers, Construction, 1991
 Paralegal Personnel, 1995
 Paving, Surfacing, Tamping Equip Operators, 1993
 Payroll, Timekeeping Clerks, 1992
 Personnel, Training & Labor Relations Managers, 1995
 Pest Controllers & Assistants, 1993
 Pharmacists, 1992
 Pharmacy Technicians, 1995
 Phlebotomist, 1994
 Physical Therapists, 1992 (Limited Survey)
 Physical Therapy Aides, 1995
 Physical Therapy Assistants, 1995
 Plumbers, Pipefitters, & Steamfitters, 1990
 Police Patrol Officers, 1994
 Radio and Television Broadcasting, 1991
 (Limited Survey)
 Radiologic Technicians, Diagnostic, 1992, 1995
 Receptionist & Information Clerks, 1994
 Refuse Collectors, 1993
 Registered Nurses, 1991, 1994
 Respiratory Care Practitioners, 1992
 Roofers, 1993
 Sales Agents, Real Estate, 1991
 Salespersons, Retail, 1990, 1994
 Secretaries, General, 1990
 Septic Tank Servicers and Sewer Pipe Servicers, 1995
 Sheriffs and Sheriff Deputies, 1991, 1994
 Small Manufacturing Business Tuolumne County, 1990,
 (Limited Survey)
 Social Workers, 1991 (Excluding Medical & Psychiatric)
 Stock Clerks, Sales Floor, 1992
 Supervisors, Sales, 1992
 Supervisors/Managers, Clerical/Admin Support, 1994
 Supervisors/Managers, Production, 1994
 Surgical Technicians, 1993
 Surveying & Mapping Technicians/Technologists, 1993
 Teacher Aides, Paraprofessional, 1990
 Teachers, Elementary, 1992
 Teachers, Preschool, 1993
 Teachers, Secondary, 1992
 Tellers, 1990
 Title Searchers, 1992
 Traffic, Shipping, Receiving Clerks, 1992
 Travel Agents, 1992
 Truck Drivers, Light, 1990, 1995
 (Including Delivery & Route Workers)
 Truck Drivers, Heavy, 1991, 1993
 Urban & Regional Planners, 1994
 Veterinary Assistants, 1993
 Veterinary Technicians & Technologists, 1993
 Waiters and Waitresses, 1990
 Water Treatment Plant Operators, 1994
 Welders & Cutters, 1994
 Welfare Eligibility Workers, 1991 (Limited Survey)
 Wine Fermenters, 1995

SELECTION OF OCCUPATIONS

SURVEYED OCCUPATIONS LISTED BY U.S. OFFICE OF EDUCATION (USOE) CAREER CLUSTERS

Agribusiness and Natural Resources

Forest & Conservation Workers, 1993

Business and Office

Bookkeeping, Accounting/Auditing Clerks, 1990, 1993
 Cashiers, 1990
 Computer and Software Support Technicians, 1995
 Computer Programmers, 1994
 Data Processing Equipment Repairers, 1994
 General Managers, Top Executives, 1992
 General Office Clerks, 1991
 Insurance Policy Processing Clerks, 1991
 Legal Secretaries, 1991
 Loan and Credit Clerks, 1991
 Medical Secretaries, 1991
 Paralegal Personnel, 1995
 Personnel, Training & Labor Relations Managers, 1995
 Payroll, Timekeeping Clerks, 1992
 Receptionist & Information Clerks, 1994
 Secretaries, General, 1990
 Supervisors/Managers, Clerical/Admin Support, 1994
 Tellers, 1990
 Title Searchers, 1992

Communications and Media

Radio and Television Broadcasting, 1991

Construction

Cabinet Makers, Bench Carpenters, 1991
 Carpenters, 1990, 1995
 Carpet Installers, 1993
 Computer Aided Design (CAD) Technicians, 1995
 Concrete & Terrazzo Finishers, 1993
 Drafters, 1991
 Drywall Installers, 1993
 Electricians, 1992
 Glaziers, 1993
 Heating/Air Conditioning/Refrigeration Mechanics, 1992, 1995
 Mobile Heavy Equipment Mechanics, 1990
 Operating Engineers, 1990
 Painters, Paperhangers, Construction, 1991
 Paving, Surfacing, Tamping Equipment Operators, 1993
 Plumbers, Pipefitters & Steamfitters, 1990
 Roofers, 1993
 Septic Tank Servicers & Sewer Pipe Servicers, 1995
 Surveying & Mapping Technicians/Technologists, 1993

Consumer and Homemaking

None

Environmental

Forest & Conservation Workers, 1993

Fine Arts and Humanities

None

Health

Dental Hygienists, 1992
 Dental Assistants, 1991, 1995
 Home Health Care Workers, 1990, 1995
 Licensed Vocational Nurses, 1990, 1994
 Medical Assistants, 1991, 1995
 Medical & Clinical Lab Technicians, 1992
 Medical Machine Transcribers, 1993
 Medical Record Technicians, 1992
 Nurse Aides, 1994
 Nurse Aides, Orderlies & Attendants, 1990
 Opticians, Dispensing & Measuring, 1994
 Pharmacists, 1992
 Pharmacy Technicians, 1995
 Phlebotomists, 1994
 Physical Therapists, 1992
 Physical Therapy Aides, 1995

Physical Therapy Assistants, 1995
 Radiologic Technicians, Diagnostic, 1992, 1995
 Registered Nurses, 1991, 1994
 Respiratory Care Practitioners, 1992
 Surgical Technicians, 1993
 Veterinary Assistants, 1993
 Veterinary Technicians & Technologists, 1993

Hospitality and Recreation

Amusement & Recreation Attendants, 1992
 Bartenders, 1993
 Cooks--Restaurant, 1990, 1994
 Food Preparation Workers, 1990
 Food Service & Lodging Managers, 1990
 Food Service Managers, 1993
 Hotel Desk Clerks, 1992
 Travel Agents, 1992
 Waiters and Waitresses, 1990

Manufacturing

Electrical and Electronic Engineers, 1995
 Electrical, Electronic Engineering Technician/Technolgsts, 1993
 Electronic, Electrical Assemblers, 1991
 Machine Tool Cutters & Tenders, 1992
 Small Manufacturing Business, Tuolumne County, 1990
 Supervisors/Managers, Production, 1994
 Wine Fermenters, 1995

Marketing and Distribution

Butchers and Meat Cutters, 1991
 Counter & Rental Clerks, 1994
 Sales Agents, Real Estate, 1991
 Salespersons, Retail, 1990, 1994
 Stock Clerks, Sales Floor, 1992
 Supervisors, Sales, 1992
 Traffic, Shipping, Receiving Clerks, 1992

Marine Science

None

Personal Service

Automotive Body, Related Repairers, 1992
 Automotive Mechanics, 1990, 1993
 Child Care Workers, 1991, 1995
 Gardeners, Groundskeepers, 1991, 1995
 Guards, Watchguards, 1992
 Hairdressers, Hairstylists, Cosmetologists, 1992
 Human Service Workers, 1994
 Janitors & Cleaners, Excluding Maids, 1990
 Maintenance Repairers, General Utility, 1990
 Pest Controllers & Assistants, 1993
 Refuse Collectors, 1993

Public Service

Correctional Officers, Jailers, 1991
 Firefighters, 1990
 Instructional Aides, 1995
 Police Patrol Officers, 1994
 Sheriffs & Sheriff Deputies, 1991, 1994
 Social Workers, Except Medical & Psychiatric, 1991
 Teacher Aides, Paraprofessional, 1990
 Teachers, Elementary, 1992
 Teachers, Preschool, 1993
 Teachers, Secondary, 1992
 Urban & Regional Planners, 1994
 Water Treatment Plant Operators, 1994
 Welders & Cutters, 1994
 Welfare Eligibility Workers, 1991

Transportation

Bus Drivers, School, 1991
 Truck Drivers, Light, 1990, 1995
 Truck Drivers, Heavy, 1991, 1993

SECTION 2**PROGRAM METHODS****OCCUPATION SELECTION**

To select the occupations, the local LMI staff

1. Reviews the occupational projection tables prepared by EDD. The tables show past, present, and future employment in each county by occupation. They also project the job growth rate.
2. Develops a preliminary list of occupations suitable for study. The jobs may show a strong projected growth rate, are expected to have sizable replacement needs, or are requested locally.
3. Ensures that each occupation meets the program criteria. The occupations should
 - Have a substantial employment base in the county
 - Have a substantial number of projected job openings, and
 - Have a potential salary of \$7 or more
4. Invites local users of labor market information to county community meetings at beginning of the program. Participants learn about the LMI Program and give input on occupation selections. They may add some titles and drop others.
5. Uses information gathered at the meetings to choose a final set of occupations. EDD approves the list consisting of approximately twenty occupations for survey.
6. Defines each occupation using the Occupational Employment Statistics (OES) title and code number.

DEFINITION OF OCCUPATION

An occupational definition describes the activities and functions of a worker. The LMI program uses the Occupational Employment Statistics (OES) classification. The U. S. Department of Labor, Bureau of Labor Statistics (BLS), developed this system and uses it nationwide to study industry staffing patterns.

EMPLOYER SAMPLE

After the occupations are selected, EDD develops a list of employers by occupation and industry.

An industry is a title for a group of firms that produces similar goods and services. Industries are classified by the Standard Industrial Classification (SIC). An industry title represents the economic activity of a firm. There are eleven major industry groups in the SIC: agriculture, forestry, and fishing; mining; construction; manufacturing; transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; services; public administration; and nonclassifiable establishments. Every firm in the state is classified in one or more of these categories by the products or services they produce.

To prepare a representative employer sample, EDD uses detailed data bases on employers and their occupational staffing within industries.

Local LMI staff reviews the sample prepared by EDD. Businesses' names are added and/or deleted, as appropriate, to obtain a sample of suitable employers for each survey.

QUESTIONNAIRE DEVELOPMENT

A basic questionnaire is used for all occupations. The LMI staff with the assistance of EDD developed a "skills" question added to each questionnaire prior to beginning the survey.

SURVEY PROCEDURES

To collect the information from employers and others, the local LMI staff used these procedures:

1. The Project Coordinator chose a mail survey as an initial step of data collection. An employer who did not respond to the first questionnaire received a second one. After a deadline date, staff called the employer for the information if the questionnaire was needed to reach the response goal.
2. Staff obtained telephone numbers of the listed employers using telephone and local directories. They eliminated employers from the list if they were no longer in business or had no local address.
3. Staff called each employer to verify if they hired in that occupation. They checked the company name, owner, address, telephone; and obtained the name of an appropriate contact person. Staff encouraged employers to participate in the program. They eliminated employers from the list if they did not employ in the occupation.
4. The survey was started the first week of October, 1995, and completed the first week of November, 1995.

5. The Project Coordinator reviewed the returned questionnaires for accuracy and completeness. If the answers were unclear or conflicted with other information, staff called the contact persons to get correct information.
6. If a sufficient number of responses (approximately 50 percent) could not be obtained, other employers from the original sample were contacted. Local LMI staff also used their own knowledge of local firms, the Yellow Pages, or other lists to add employers. The return mail rate for the 1995 survey was approximately 52 percent.
7. The Project Coordinator interviewed employers and persons from training schools and the community college to get additional information on an occupation when appropriate.

TABULATION AND RESULTS

The local LMI staff entered survey responses into a data base and tabulations were produced. From those tabulations the data were analyzed and the final occupation summaries were prepared by the Program Coordinator with the assistance of EDD's Research Analyst. Each occupational summary provides information on training and hiring requirements, size of the occupation, employment trends, supply/demand assessment, wages and fringe benefits, and other information. Specific employer information is and will remain confidential.

SECTION 3
**TERMS USED IN OCCUPATIONAL
SUMMARY SECTION**

Following are descriptions of each section of the Occupational Summaries.

OCCUPATION

Occupations are listed alphabetically by their Occupational Employment Statistics (OES) OR Dictionary of Occupational Titles (DOT) titles. The titles and definitions are based on the OES dictionary published by the Bureau of Labor Statistics, February, 1986, and the DOT, published by the U.S. Department of Labor, Employment and Training Administration, Fourth Edition, Revised in 1991. The occupations were selected for survey based on the needs of local users for occupational information.

WAGES

The wage data enables comparison of salaries within certain ranges. Wage data do not represent official prevailing wages. The ranges represent information obtained primarily from employer surveys and labor market intermediaries. Intermediaries include unions, employment agencies, and training providers. Extreme answers are excluded. Wage data were collected during the time period shown in parentheses, and reflect the following definitions:

New hires, no experience	Wages of persons trained but with no paid experience in the occupation.
New hires, experienced	Wages paid to journey-level or experienced persons just starting at the firm.
Experienced, after three years with firm	The wages generally paid to persons with three years' journey-level experience at the firm.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

This category presents the amount and kinds of work experience, education, and skills required by surveyed employers.

Training shows the percentage of responding employers who stated they would accept training as a substitute for experience **never, sometimes, usually, or always**. Employers were asked to describe what and how much training is needed.

TERMS USED IN OCCUPATIONAL SUMMARY SECTION

Local or adjacent training availability lists training sites available for this occupation within the survey and adjacent areas. Readers are asked to refer to the **1995 Mother Lode Consortium Vocational Training Directory (VTD)** for more information about training for the occupation. When using the VTD, the reader should first find the training site's listing and then refer to the educational program that trains for the occupation.

Education of recent hires indicates the level of formal education that most of the recently hired employees in the occupation have. Because employers were asked to check one level of education only from the choices (less than high school, high school or equivalent, some college but no degree, associate 2 year degree, bachelor 4 year degree, or graduate study), whenever at least "some college" was selected, that percentage number was added to the "high school/equivalency" number to show 100 percent for high school or equivalency category.

Experience reports the number of months of previous experience that meet the qualifications of most employers. The months shown on this line represent a range stated by the responding employers.

Skills and qualifications required were rated as **extremely important, somewhat important, somewhat not important, or not at all important** by the responding employers from a list included in the questionnaire. The **New skills** section lists those reported by the responding employers needed to perform the functions of the occupations over the next three years. Employers were also asked to list **obsolete skills**. None are shown in the reports because employers did not list any. **Transferable skills** show the top six to eight skills that were rated as **extremely important**. In some cases, two skills may be combined on one line due to space limitations

Worker Qualifications Profile (WQP) shows the Physical Demands (PD); General Education Development (GED) in reasoning, mathematics, and language; Specific Vocational Preparation (SVP); Skill Indicator, and Aptitudes (APT) required for the job. The Appendix, Workers Qualifications Profile, describes the coding for each profile. The interests, temperaments, and work fields of the WQP are not included because the five categories described meet the needs of most vocational assessment counselors as they assess results from assessment instruments.

The words **most**, **many**, or **some**, are used often when showing percentages of responding employers' replies. The reader should use the following guidelines when these terms are used.

Most employers	More than 50 percent of the survey respondents
Many employers	35-50 percent of the survey respondents
Some employers	10 to but not including 35 percent of the survey respondents.
Few employers	Less than 10 percent of the survey respondents

TERMS USED IN OCCUPATIONAL SUMMARY SECTION

SUPPLY AND DEMAND ASSESSMENT

The terms presented in this section of the summary refer to the relative difficulty employers experience in locating qualified applicants for entry and experienced positions in the occupation.

The terms used in describing the local supply and demand situation found in the area currently are defined as

Very difficult	Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when openings exist.
Somewhat difficult	Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times.
A Little difficult	Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in jobseeking.
Not difficult	Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

Supply and demand terms are listed separately for experienced and inexperienced workers.

SIZE OF OCCUPATION

The term used to describe the size of a particular occupation refers to its estimated number of workers within the Mother Lode counties. Occupational size in the Mother Lode Consortium counties is measured using the following scale:

Small	Less than 55
Medium	55 to 109
Large	110 to 238
Very large	239 and above

EMPLOYMENT OUTLOOK

In most cases, one of several standard terms will describe the expected growth rate for the outlook period.

Much faster than average	= 1.50 times average or more
Faster than average	= 1.10 to but not including 1.50 times average
Average	= .90 to but not including 1.10 times average
Slower than average	= Less than .90 times average
No significant change, or remain stable	
Slow decline	

Unless otherwise noted, the employment trends are projected to five years in the future. It is important not to overemphasize growth in an occupation.

For most occupations, more openings are the result of workers leaving the labor force (attrition) or changing occupations than of industry growth. Replacement openings are most numerous in occupations with relatively low training.

MAJOR EMPLOYING INDUSTRIES

Types of industries shown in this section were derived from the Standard Industrial Classification (SIC) codes of the responding employers. These codes are described in the **Standard Industrial Classification Manual**, distributed by **JIST WORKS, INC.**, ISBN: 1-56370-064-6. The original **Standard Industrial Classification Manual** was compiled by the United States Office of Management and Budget and published in 1987.

OTHER INFORMATION

Career Ladder lists an entry-level job which may lead to other related occupations with advancement opportunities. This information is obtained from responding employers answers to the question regarding promotion possibilities from the occupation to a high level position, EDD's California Occupational Guides (COG) and the DOT.

Hours shows the full-time (F/T), part-time (P/T), temporary/on-call, and seasonal status of employees reported by responding employers. The term, **20 hrs/wk** means part time employees work at least 20 hours a week to receive benefits.

Recruitment lists main methods responding employers primarily use to recruit employees.

Related DICTIONARY OF OCCUPATIONAL TITLES lists a few related DOT codes that users could refer to when researching occupations. Additional titles can be found in the **DOT** or **COG**.

COG # refers the reader to EDD's California Occupational Guide Bulletin number. **OOH** refers the reader to the Occupational Outlook Handbook. These publications give detailed descriptions of the occupation with state or national projections.

The editions of the resources are as follows:

Occupational Outlook Handbook (OOH) 1994-95 Edition, JIST WORKS, INC., a reprint of the U.S. Department of Labor's Occupational Outlook Handbook, 1994-95 Edition, April 1994 Bulletin 2450.

The Enhanced Guide to Occupational Exploration (GOE) 2nd Edition, JIST WORKS, INC., 1995

Dictionary of Occupational Titles (DOT) 4th Edition, Revised 1991, JIST WORKS, INC., Unabridged reprint of the Dictionary of Occupational Titles, 4th Ed., Revised 1991 compiled by the U.S. Department of Labor, Employment & Training Administration.

SECTION 4**QUICK REFERENCE**

This section provides a summary of all the occupations surveyed from 1990 through 1995. It includes the year the occupation was studied, the size and growth trends projected by EDD, the hourly wages for the year surveyed, and the degree of competitiveness for the occupation according to employers' responses.

Very competitive and **competitive** means employers have no or little difficulty finding qualified applicants when an opening occurs. **Good** means employers may have some difficulty and **very good** means employers may have great difficulty finding qualified applicants when openings exist.

MOTHER LODE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

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As Reported by Responding Employers
for 1990 through 1995 Surveys

Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
AMUSEMENT & RECREATION ATTENDANTS (1992) Size of Occupation: Very large (211 and above by 1996) Employment Trend: Average	New Hires, No Experience	\$4.25-7.00	\$4.75	Very competitive
	New Hires, Experienced	\$4.25-8.58	\$5.38	Competitive
	Experienced, 3 Years With Firm	\$4.25-11.28	\$7.00	
AUTOMOTIVE BODY REPAIRERS & RELATED REPAIRERS (1992) Size of Occupation: Small to Medium (40 to 50 by 1996) Employment Trend: Average	New Hires, No Experience	\$4.25-10.00	\$5.25	Competitive
	New Hires, Experience	\$6.00-16.00	\$10.50	Good
	Experienced, 3 Years With Firm	\$9.80-17.33	\$13.50	
AUTOMOTIVE MECHANICS (1990) Size of Occupation: Very large (210 to 260 by 1996) Employment Trend: Average	New Hires, No Experience	\$5.00-10.00	\$6.00	Good
	New Hires, Experienced	\$8.00-13.00	\$9.50	Very good
	Experienced, 3 Years With Firm	\$10.00-15.00	\$12.00	
AUTOMOTIVE MECHANICS (1993) Size of Occupation: Very large (210 to 260 by 1996) Employment Trend: Average	New Hires, No Experience	\$4.25-10.00	\$6.50	Very good
	New Hires, Experienced	\$4.25-13.00	\$9.00	Very good
	Experienced, 3 Years With Firm	\$7.75-15.50	\$12.50	
BARTENDERS (1993) Size of Occupation: Very large (220 to 280 by 1996) Employment Trend: Average	UNION			
	New Hires, No Experience	N/A	N/A	Good
	New Hires, Experienced	\$4.98-4.98	\$4.98	Good
	Experienced, 3 Years With Firm	\$8.44-8.44	\$8.44	
	NON-UNION			
	New Hires, No Experience	\$4.25-7.80	\$5.00	Good
	New Hires, Experienced	\$4.50-7.80	\$5.75	Good
	Experienced, 3 Years With Firm	\$5.00-8.50	\$7.00	
BOOKKEEPING, ACCOUNTING/AUDITING CLERKS,incl. Bookkeepers (1990) Size of Occupation: Very large (840 to 900 by 1996) Employment Trend: Slower than average	New Hires, No Experience	\$4.25-7.00	\$5.90	Competitive
	New Hires, Experienced	\$4.25-8.50	\$6.75	Good
	Experienced, 3 Years With Firm	\$7.00-10.00	\$8.40	
BOOKKEEPING, ACCOUNTING/AUDITING CLERKS,incl. Bookkeepers (1993) Size of Occupation: Very large (840 to 900 by 1996) Employment Trend: Slower than average	New Hires, No Experience	\$5.00-7.75	\$6.00	Good
	New Hires, Experienced	\$5.00-9.00	\$7.00	Competitive
	Experienced, 3 Years With Firm	\$6.50-11.00	\$9.25	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
BUS DRIVERS, SCHOOL (1991) Size of Occupation: Large (100 to 160 by 1996) Employment Trend: Average	<u>UNION</u> New Hires, No Experience New Hires, Experience \$ Experienced, 3 Years With Firm	\$8.29-12.50 \$8.71-13.50 \$9.61-15.00	\$9.50 \$9.42 \$10.69	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$8.50-9.11 \$8.00-9.11 \$9.60-12.08	\$8.50 \$8.50 \$11.20	Competitive Good
BUTCHERS & MEAT CUTTERS (1991) Size of Occupation: Large (130 to 160 by 1996) Employment Trend: Average	<u>UNION</u> New Hires, No Experience New Hires, Experience \$ Experienced, 3 Years With Firm	\$5.59-8.00 \$5.59-10.00 \$9.50-14.00	\$5.89 \$7.13 \$14.00	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-7.00 \$6.00-12.00 \$8.50-15.00	\$5.00 \$8.00 \$11.00	Competitive Good
CABINET MAKERS, BENCH CARPENTERS (1991) Size of Occupation: Medium (70 to 80 by 1996) Employment Trend: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.50-9.00 \$4.50-11.00 \$8.00-15.00	\$5.00 \$7.50 \$10.00	Competitive Good
CARPENTERS (1991) Size of Occupation: Very large (390 to 500 by 1996) Employment Trend: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-10.00 \$7.50-15.00 \$10.00-16.50	\$7.00 \$10.00 \$15.00	Competitive Good
CARPENTERS (1995) Size of Occupation: Very large (265 - 290 by 1998) Employment Trend: Slower than average (but high turnover) (Union employers tend to pay at high end.)	<u>NON-UNION and UNION</u> New Hires, No Experience New Hires, Experience \$ Experienced, 3 Years With Firm	\$6.00-30.50 \$8.00-30.50 \$12.00-30.50	\$8.00 \$12.00 \$15.00	Good Good

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
CARPET INSTALLERS (1993) Size of Occupation: Small (23 to 40 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$5.50-6.00	\$5.75	Good
	New Hires, Experienced	\$7.00-20.00	\$9.00	Good
	Experienced, 3 Years With Firm	\$11.00-24.00	\$13.25	
CASHIERS (1991) Size of Occupation: Very large (1030 to 1310 by 1996) Employment Trend: Faster than average	<u>UNION</u> New Hires, No Experience \$	\$4.25-7.43	\$5.59	Good
	New Hires, Experience \$	\$5.59-7.63	\$6.54	Good
	Experienced, 3 Years With Firm	\$7.63-13.98	\$9.15	
	<u>NON-UNION</u> New Hires, No Experience	\$4.25-5.50	\$4.50	Good
	New Hires, Experienced	\$4.50-8.00	\$5.00	Good
	Experienced, 3 Years With Firm	\$5.00-10.00	\$7.75	
CHILD CARE WORKERS (1991) Size of Occupation: Medium (60 to 90 by 1996) Employment Trend: Much faster than average	New Hires, No Experience	\$4.25-10.00	\$4.40	Competitive
	New Hires, Experienced	\$4.75-10.00	\$6.00	Very Good
	Experienced, 3 Years With Firm	\$5.00-10.00	\$7.00	
CHILD CARE WORKERS (1995) Size of Occupation: Medium (60 - 95 by 1998) Employment Trend: Faster than average (Union employers tend to pay at high end.)	<u>NON-UNION and UNION</u> New Hires, No Experience \$	\$5.00-7.00	\$6.00	Good
	New Hires, Experience \$	\$6.00-8.00	\$6.66	Good
	Experienced, 3 Years With Firm	\$6.25-9.25	\$7.90	
COMPUTER AIDED DESIGN (CAD) TECHNICIANS (1995) Size of Occupation: Medium (65 - 70 by 1998) Employment Trend: Slower than average	<u>UNION</u> New Hires, No Experience \$	\$10.54-11.00	\$10.77	Competitive
	New Hires, Experience \$	\$11.00-12.11	\$11.56	Good
	Experienced, 3 Years With Firm	\$12.73-14.02	\$13.38	
	<u>NON-UNION</u> New Hires, No Experience	\$6.00-12.00	\$8.50	Competitive
	New Hires, Experienced	\$7.50-18.25	\$9.00	Good
	Experienced, 3 Years With Firm	\$10.00-24.00	\$14.00	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
COMPUTER & SOFTWARE SUPPORT TECHNICIANS (1995) Size of Occupation: Small Employment Trend: Remain stable (Union employers tend to pay at high end.)	NON-UNION and UNION			
	New Hires, No Experience	\$ 5.00-6.00	\$5.50	Good
	New Hires, Experience	\$ 8.00-19.25	\$13.42	Very good
	Experienced, 3 Years With Firm	\$12.00-23.50	\$16.25	
COMPUTER PROGRAMMERS, Including Aides (1994) Size of Occupation: Small (45 to 50 by 1998) Employment Trend: Average	UNION			
	New Hires, No Experience	\$ 10.54-18.00	\$13.34	Very Competitive
	New Hires, Experience	\$ 15.43-18.00	\$16.27	Good
	Experienced, 3 Years With Firm	\$17.86-19.75	\$17.97	
	NON-UNION			
	New Hires, No Experience	\$7.20-7.20	\$7.20	Very competitive
	New Hires, Experienced	\$9.20-18.00	\$9.25	Good
	Experienced, 3 Years With Firm	\$13.00-20.20	\$20.20	
CONCRETE & TERRAZZO FINISHERS (1993) Size of Occupation: Medium (72 to 91 by 1996) Employment Trend: Average	New Hires, No Experience	\$5.00-6.00	\$5.50	Good
	New Hires, Experienced	\$8.00-15.00	\$10.00	Good
	Experienced, 3 Years With Firm	\$10.00-19.00	\$12.00	
COOKS, RESTAURANT (1990) Size of Occupation: Very large (320 to 420 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$4.25-6.50	\$5.00	Good
	New Hires, Experienced	\$4.25-8.00	\$6.00	Good
	Experienced, 3 Years With Firm	\$6.50-12.00	\$7.50	
COOKS, RESTAURANT (1994) Size of Occupation: Very large (320 to 365 by 1998) Employment Trend: Much faster than average	UNION			
	New Hires, No Experience	\$ 6.61-6.61	\$6.61	Competitive
	New Hires, Experience	\$ 6.61-6.61	\$6.61	Good
	Experienced, 3 Years With Firm	\$11.45-11.45	\$11.45	
	NON-UNION			
	New Hires, No Experience	\$4.25-7.00	\$5.00	Competitive
	New Hires, Experienced	\$5.00-9.00	\$6.00	Good
	Experienced, 3 Years With Firm	\$6.00-12.00	\$8.00	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
CORRECTIONAL OFFICERS, JAILERS (1991) Size of Occupation: Very large (1000 to 1450 by 1996) Employment Trend: No significant change	<u>UNION</u> New Hires, No Experience \$ \$9.53-14.42 New Hires, Experience \$ \$9.53-14.42 Experienced, 3 Years With Firm \$11.59-18.92		\$10.88 \$10.88 \$18.02	Competitive Competitive
	<u>NON-UNION</u> New Hires, No Experience \$9.76-9.76 New Hires, Experienced \$9.76-9.76 Experienced, 3 Years With Firm 10.76-10.76		\$9.76 \$9.76 \$10.76	Competitive Competitive
COUNTER & RENTAL CLERKS (1994) Size of Occupation: Medium (75 to 95 by 1998) Employment Trend: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.50-7.00 \$4.50-8.00 \$5.50-11.50	\$5.00 \$5.00 \$7.00	Competitive Competitive
DATA PROCESSING EQUIPMENT REPAIRERS (1994) Size of Occupation: Information not available Employment Trend: Information not available	<u>UNION</u> New Hires, No Experience \$ \$10.30-20.00 New Hires, Experience \$ \$10.30-20.00 Experienced, 3 Years With Firm \$13.50-24.30		\$14.50 \$15.15 \$17.30	Good Good
	<u>NON-UNION</u> New Hires, No Experience \$6.00-9.65 New Hires, Experienced \$9.00-11.55 Experienced, 3 Years With Firm \$11.00-14.45		\$7.83 \$10.28 \$12.73	Good Good
DENTAL ASSISTANTS (1991) Size of Occupation: Large (70 to 100 by 1996) Employment Trend: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-8.50 \$4.25-9.00 \$7.00-13.00	\$6.50 \$8.06 \$10.00	Competitive Good
DENTAL ASSISTANTS (1995) Size of Occupation: Medium (75 - 85 by 1998) Employment Trend: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-10.00 \$6.50-10.50 \$8.50-14.00	\$7.50 \$9.00 \$10.75	Good Competitive

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
DENTAL HYGIENISTS (1992) Size of Occupation: Small to Medium (40 to 60 by 1996) Employment Trend: Much faster than average	New Hires, No Experience	\$20.00-33.00	\$25.63	Good
	New Hires, Experienced	\$22.00-35.00	\$26.88	Very Good
	Experienced, 3 Years With Firm	\$22.50-45.50	\$30.00	
DRAFTERS (1991) Size of Occupation: Small (49 or less by 1996) Employment Trend: No significant change	New Hires, No Experience	\$5.00-10.00	\$6.75	Competitive
	New Hires, Experienced	\$7.00-10.00	\$6.75	Very Good
	Experienced, 3 Years With Firm	\$8.00-20.00	\$11.25	
DRYWALL INSTALLERS (1993) Size of Occupation: Medium (52 to 65 by 1996) Employment Trend: Average	New Hires, No Experience	\$6.00-7.00	\$6.00	Competitive
	New Hires, Experienced	\$7.00-15.00	\$12.00	Good
	Experienced, 3 Years With Firm	\$13.00-20.00	\$15.00	
ELECTRICAL & ELECTRONIC ENGINEERS (1995) Size of Occupation: Medium (50 - 65 by 1998) Employment Trend: Much faster than average	New Hires, No Experience	\$6.00-10.00	\$9.00	Good
	New Hires, Experienced	\$7.00-26.50	\$12.00	Good
	Experienced, 3 Years With Firm	\$8.50-38.00	\$15.00	
ELECTRICAL & ELECTRONIC ENGINEERING TECHNICIANS (1993) Size of Occupation: Medium (40 to 60 by 1996) Employment Trend: Much faster than average	New Hires, No Experience	\$6.00-8.00	\$6.50	Good
	New Hires, Experienced	\$6.00-14.50	\$9.25	Good
	Experienced, 3 Years With Firm	\$8.00-16.00	\$12.00	
ELECTRICIANS (1992) Size of Occupation: Medium to large (90 to 110 by 1996) Employment Trend: Average	UNION			
	New Hires, No Experience \$	\$8.50-13.62	\$11.06	Very competitive
	New Hires, Experience \$	\$8.00*-15.92	\$11.06	Good
	Experienced, 3 Years With Firm	\$12.00-18.43	\$13.19	
	NON-UNION			
	New Hires, No Experience	\$5.00-12.50	\$9.00	Very competitive
	New Hires, Experienced	\$8.00-13.81	\$12.25	Good
	Experienced, 3 Years With Firm	\$13.81-25.00	\$15.00	
ELECTRONIC & ELECTRICAL ASSEMBLERS (1991) Size of Occupation: Large (100 to 210 by 1996) Employment Trend: Information not available	New Hires, No Experience	\$4.25-4.50	\$4.25	Competitive
	New Hires, Experienced	\$4.50-8.00	\$5.00	Good
	Experienced, 3 Years With Firm	\$5.00-12.00	\$6.38	

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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
FIREFIGHTERS (1990) Size of Occupation: Very large (210 to 270 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$1100-1800/mo	N/A	Competitive
	New Hires, Experienced	\$1200-1800/mo	N/A	Good
	Experienced, 3 Years With Firm	\$1350-2000/mo	N/A	
FOOD PREPARATION WORKERS (1990) Size of Occupation: Very large (440 to 560 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$4.25-6.75	\$4.75	Competitive
	New Hires, Experienced	\$4.25-7.00	\$5.00	Good
	Experienced, 3 Years With Firm	\$5.75-10.00	\$7.00	
FOOD SERVICE & LODGING MANAGERS (1990) Size of Occupation: Large (150 to 210 by 1996) Employment Trend: Much faster than average	New Hires, No Experience	\$4.25-8.50	\$5.08	Competitive
	New Hires, Experienced	\$5.00-10.00	\$6.00	Good
	Experienced, 3 Years With Firm	\$6.00-12.00	\$7.63	
FOOD SERVICE MANAGERS (1993) Size of Occupation: Medium (57 to 73 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$5.00-8.50	\$6.00	Very good
	New Hires, Experienced	\$5.00-14.75	\$7.75	Very good
	Experienced, 3 Years With Firm	\$7.00-15.00	\$10.00	
FOREST & CONSERVATION WORKERS (1993) Size of Occupation: Very large (260 to 300 by 1996) Employment Trend: Slower than average	New Hires, No Experience	\$6.50-7.75	\$7.25	Good
	New Hires, Experienced	\$7.00-12.50	\$8.25	Very good
	Experienced, 3 Years With Firm	7.85-12.75	\$9.60	
GARDENERS, GROUNDSKEEPERS, excluding farm (1991) Size of Occupation: Very large (220 to 280 by 1996) Employment Trend: Faster than average	UNION			
	New Hires, No Experience \$	\$4.25-12.94	\$6.76	Very competitive
	New Hires, Experience \$	\$4.25-13.51	\$6.94	Good
	Experienced, 3 Years With Firm	\$5.00-15.52	\$8.22	
	NON-UNION			
	New Hires, No Experience	\$4.45-8.76	\$5.00	Very Competitive
	New Hires, Experienced	\$4.65-8.77	\$5.00	Good
	Experienced, 3 Years With Firm	\$5.00-10.00	\$7.75	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
GARDENERS, GROUNDSKEEPERS, excluding farm (1995) Size of Occupation: Large (220 -245 by 1998) Employment Trend: Average	<u>UNION</u> New Hires, No Experience \$ \$9.17-11.13 New Hires, Experience \$ \$9.48-18.00 Experienced, 3 Years With Firm \$10.45-19.75 <u>NON-UNION</u> New Hires, No Experience \$4.50-8.25 New Hires, Experienced \$5.00-8.50 Experienced, 3 Years With Firm \$6.50-9.75		\$9.72 \$9.73 \$11.19 \$6.00 \$7.00 \$8.31	Competitive Competitive Competitive Competitive
GENERAL MANAGERS, TOP EXECUTIVES (1992) Size of Occupation: Very large (1010 to 1270 by 1996) Employment Trend: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$30,000-62,728/yr \$30,000-69,309/yr \$33,075-83,000/yr	\$45,000 \$48,000 \$52,800	Very competitive Good
GENERAL OFFICE CLERKS (1991) Size of Occupation: Very large (600 to 720 by 1996) Employment Trend: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-8.55 \$4.25-9.01 \$6.50-10.50	\$6.50 \$7.00 \$8.21	Very competitive Competitive
GLAZIERS (1993) Size of Occupation: Small (13 to 16 by 1996) Employment Trend: Average	<u>UNION</u> New Hires, No Experience \$ N/A New Hires, Experience \$ \$20.40-20.40 Experienced, 3 Years With Firm \$20.40-20.40 <u>NON-UNION</u> New Hires, No Experience \$5.00-6.50 New Hires, Experienced \$6.00-12.00 Experienced, 3 Years With Firm \$9.00-15.00		N/A \$20.40 \$20.40 \$5.00 \$7.75 \$11.00	Competitive Good
GUARDS, WATCHGUARDS (1992) Size of Occupation: Large (160 to 190 by 1996) Employment Trend: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.50-8.25 \$4.50-10.00 \$5.00-12.74	\$5.38 \$5.50 \$7.00	Very competitive Competitive

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
HAIRDRESSERS, HAIRSTYLISTS, COSMETOLOGISTS (1992) Size of Occupation: Medium (60 to 80 by 1996) Employment Trend: Faster than average	Limited Survey) New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm		\$5,001-40,000+/yr \$30,000+	N/A
HEATING, AIR CONDITIONING/REFRIG MECHANICS/INSTALLERS (1992) Size of Occupation: Small to Medium (40 to 50 by 1996) Employment Trend: Average	UNION New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm NON-UNION New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm		\$8.50-8.50 \$8.50-8.50 \$13.50-13.50 \$5.00-8.50 \$8.00-19.50 \$10.00-19.50	\$8.50 \$8.50 \$13.50 \$7.00 \$9.00 \$12.50 Competitive Very good Competitive Very good
HEATING, AIR CONDITIONING/REFRIG MECHANICS/INSTALLERS (1995) Size of Occupation: Medium (65 - 75 by 1998) Employment Trend: Faster than average (Union employers tend to pay at high end.)	NON-UNION and UNION New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm		\$6.00-9.00 \$8.00-14.00 \$10.00-15.00	\$7.50 \$10.00 \$13.50 N/A Good
HOME HEALTH CARE WORKERS (1990) Size of Occupation: Very large (200 to 300 by 1996) Employment Trend: Faster than average (State Dept of Health Svcs)	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm		\$4.25-6.85 \$4.25-6.85 \$4.25-7.00	\$4.50 \$5.00 \$5.88 Very good Very good
HOME HEALTH CARE WORKERS (1995) Size of Occupation: Very large Employment Trend: Remain stable (Union employers tend to pay at high end.)	NON-UNION & UNION New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm		\$4.50-8.00 \$5.00-9.00 \$6.00-10.00	\$6.60 \$7.46 \$8.00 Competitive Competitive

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
HOTEL DESK CLERKS (1992) Size of Occupation: Large (120 to 170 by 1996) Employment Trend: Much faster than average	UNION			
	New Hires, No Experience	\$ 5.02-5.02	\$5.02	Competitive
	New Hires, Experience	\$ 5.22-5.22	\$5.22	Good
	Experienced, 3 Years With Firm	\$9.47-9.47	\$9.47	
	NON-UNION			
	New Hires, No Experience	\$4.25-6.00	\$5.00	Competitive
	New Hires, Experienced	\$4.25-6.50	\$5.50	Good
	Experienced, 3 Years With Firm	\$5.00-7.50	\$6.25	
HUMAN SERVICE WORKERS (1994) Size of Occupation: Medium (65 to 75 by 1998) Employment Trend: Faster than average	UNION			
	New Hires, No Experience	\$ 7.50-7.93	\$7.72	Good
	New Hires, Experience	\$ 8.34-8.50	\$8.42	Very good
	Experienced, 3 Years With Firm	\$8.76-9.75	\$9.26	
	NON-UNION			
	New Hires, No Experience	\$7.02-8.25	\$8.00	Good
	New Hires, Experienced	\$7.90-12.00	\$9.78	Very good
	Experienced, 3 Years With Firm	\$9.00-20.00	\$12.03	
INSTRUCTIONAL AIDES (1995) Size of Occupation: Very large (625 - 710 by 1998) Employment Trend: Faster than average	UNION			
	New Hires, No Experience	\$ 6.49-9.13	\$7.41	Competitive
	New Hires, Experience	\$ 6.49-9.13	\$7.52	Competitive
	Experienced, 3 Years With Firm	\$8.07-10.00	\$8.91	
	NON-UNION			
	New Hires, No Experience	\$5.75-9.25	\$6.37	Competitive
	New Hires, Experienced	\$5.75-9.25	\$6.45	Competitive
	Experienced, 3 Years With Firm	\$7.25-11.75	\$8.23	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
INSURANCE POLICY PROCESSING CLERKS (1991) Size of Occupation: Small (30 to 49 by 1996) Employment Trend: No significant change	New Hires, No Experience	\$4.25-10.59	\$5.29	Competitive
	New Hires, Experienced	\$5.00-10.59	\$6.50	Good
	Experienced, 3 Years With Firm	\$6.00-16.00	\$8.91	
JANITORS & CLEANERS, Excluding Maids and Housekeepers (1990) Size of Occupation: Very large (410 to 510 by 1996) Employment Trend: Average	UNION			
	New Hires, No Experience \$	\$5.00-8.38	\$7.34	Competitive
	New Hires, Experience \$	\$5.00-8.85	\$7.98	Competitive
	Experienced, 3 Years With Firm	\$6.66-10.05	\$8.99	
	NON-UNION			
	New Hires, No Experience	\$4.50-7.75	\$5.13	Competitive
	New Hires, Experienced	\$5.00-8.50	\$5.88	Competitive
	Experienced, 3 Years With Firm	\$5.25-9.75	\$6.75	
LEGAL SECRETARIES (1991) Size of Occupation: Small (30 to 40 by 1996) Employment Trend: Average	New Hires, No Experience	\$4.50-7.50	\$5.50	Competitive
	New Hires, Experienced	\$6.00-10.88	\$8.00	Good
	Experienced, 3 Years With Firm	\$6.50-13.61	\$9.50	
LICENSED VOCATIONAL NURSES (1990) Size of Occupation: Large (130 to 160 by 1996) Employment Trend: Average	UNION			
	New Hires, No Experience \$	\$7.70-8.96	\$8.33	Good
	New Hires, Experience \$	\$8.46-9.41	\$8.93	Very good
	Experienced, 3 Years With Firm	\$9.35-10.89	\$10.12	
	NON-UNION			
	New Hires, No Experience	\$5.50-10.50	\$6.88	Good
	New Hires, Experienced	\$6.00-10.50	\$8.00	Very good
	Experienced, 3 Years With Firm	\$7.50-12.00	\$9.00	

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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
LICENSED VOCATIONAL NURSES (1994) Size of Occupation: Large (155 to 170 by 1998) Employment Trend: Average	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm	\$9.69-10.64 \$11.02-11.76 \$12.15-14.28	\$10.17 \$11.39 \$13.22	Good Good Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$8.00-14.75 \$9.00-16.50 \$10.00-18.95	\$10.00 \$11.00 \$12.00	Good Good Good
LOAN & CREDIT CLERKS (1991) Size of Occupation: Medium (60 to 70 by 1996) Employment Trend: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.75-9.41 \$5.50-13.45 \$6.00-20.17	\$6.00 \$8.24 \$9.00	Competitive Good Good
MACHINE TOOL CUTTERS & TENDERS (1992) Size of Occupation: Small (40 to 50 by 1996) Employment Trend: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-7.00 \$6.50-16.85 \$9.00-19.25	\$6.25 \$8.25 \$13.00	Very Competitive Good Good
MAINTENANCE REPAIRERS, GENERAL UTILITY (1990) Size of Occupation: Very large (510 to 620 by 1996) Employment Trend: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-12.00 \$6.50-13.00 \$8.00-16.00	\$7.84 \$8.67 \$9.50	Competitive Good Good
MEDICAL ASSISTANTS (1991) Size of Occupation: Medium (60 to 90 by 1996) Employment Trend: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-7.00 \$5.00-8.50 \$6.00-10.00	\$5.50 \$7.00 \$8.00	Competitive Good Good
MEDICAL ASSISTANTS (1995) Size of Occupation: Medium (60 - 65 by 1998) Employment Trend: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-8.50 \$6.00-9.00 \$7.50-10.00	\$6.50 \$7.50 \$9.00	Good Good Good
MEDICAL & CLINICAL LABORATORY TECHNICIANS (1992) Size of Occupation: Small (20 to 45 by 1996) Employment Trend: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$13.30-16.50 \$15.50-17.88 \$17.09-19.00	\$14.99 \$16.53 \$18.05	Good Good Good

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
MEDICAL MACHINE TRANSCRIPTIONISTS (1993) Size of Occupation: Information not available Employment Trend: Information not available	New Hires, No Experience	\$6.00-9.00	\$7.50	Good
	New Hires, Experienced	\$6.75-10.00	\$7.75	Good
	Experienced, 3 Years With Firm	\$7.50-11.25	\$9.50	
MEDICAL RECORDS TECHNICIANS (1992) Size of Occupation: Small (30 to 50 b6 1996) Employment Trend: Much faster than average	New Hires, No Experience	\$4.25-8.75	\$5.91	Competitive
	New Hires, Experienced	\$4.70-9.60	\$6.50	Competitive
	Experienced, 3 Years With Firm	\$5.50-10.50	\$7.57	
MEDICAL SECRETARIES (1991) Size of Occupation: Medium (80 to 100 by 1996) Employment Trend: Average	New Hires, No Experience	\$4.25-7.00	\$5.50	Competitive
	New Hires, Experienced	\$5.25-9.00	\$7.25	Good
	Experienced, 3 Years With Firm	\$5.00-12.00	\$8.50	
MOBILE HEAVY EQUIPMENT MECHANICS, except engines (1990) Size of Occupation: Large 80 to 100 by 1996 Employment Trend: Average	New Hires, No Experience	\$8.00-12.25	\$9.13	Good
	New Hires, Experienced	\$9.50-16.50	\$12.72	Very good
	Experienced, 3 Years With Firm	\$10.50-20.00	\$13.14	
NURSE AIDES (1994) Size of Occupation: Very large (305 to 340 by 1998) Employment Trend: Average	UNION			
	New Hires, No Experience	\$6.50-8.01	\$7.30	Competitive
	New Hires, Experience	\$6.50-8.85	\$7.30	Good
	Experienced, 3 Years With Firm	\$7.40-9.78	\$8.01	
	NON-UNION			
	New Hires, No Experience	\$6.00-6.79	\$6.58	Competitive
	New Hires, Experienced	\$6.00-7.53	\$7.20	Good
	Experienced, 3 Years With Firm	\$7.00-8.50	\$8.09	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
NURSE AIDES, ORDERLIES, & ATTENDANTS (1990) Size of Occupation: Very large (250 to 300 by 1996) Employment Trend: Slower than average	<u>UNION</u> New Hires, No Experience \$ \$4.88-6.24 New Hires, Experience \$ \$5.07-6.56 Experienced, 3 Years With Firm \$5.50-6.90 <u>NON-UNION</u> New Hires, No Experience \$5.00-6.00 New Hires, Experienced \$5.00-7.00 Experienced, 3 Years With Firm \$5.25-7.25		\$5.41 \$5.66 \$6.19 \$5.35 \$5.75 \$6.00	Good Good Good Good
OPERATING ENGINEERS (1990) Size of Occupation: Very large (200 to 250 by 1996) Employment Trend: Average	<u>UNION</u> New Hires, No Experience \$ \$10.17-19.21 New Hires, Experience \$ \$18.59-26.20 Experienced, 3 Years With Firm \$18.59-26.20 <u>NON-UNION</u> New Hires, No Experience \$8.00-11.00 New Hires, Experienced \$10.50-15.00 Experienced, 3 Years With Firm \$12.00-20.00		N/A N/A N/A \$8.63 \$12.07 \$14.80	Competitive Competitive Competitive Competitive
OPTICIANS, DISPENSING & MEASURING (1994) Size of Occupation: Small (20 to 30 by 1998) Employment Trend: Slower than average	New Hires, No Experience \$4.50-6.95 New Hires, Experienced \$6.00-10.40 Experienced, 3 Years With Firm \$7.50-10.00		\$5.75 \$7.00 \$8.00	Competitive Good
PAINTERS, CONSTRUCTION (1991) Size of Occupation: Large (100 to 120 by 1996) Employment Trend: Slower than average	<u>UNION</u> New Hires, No Experience \$ \$8.50-10.78 New Hires, Experience \$ \$8.50-17.82 Experienced, 3 Years With Firm \$11.50-19.65 <u>NON-UNION</u> New Hires, No Experience \$4.75-8.00 New Hires, Experienced \$7.00-10.00 Experienced, 3 Years With Firm \$10.00-14.00		\$9.64 \$17.00 \$18.65 \$6.00 \$7.75 \$12.00	Good Very good Good Very good

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
PARALEGAL PERSONNEL (1995) Size of Occupation: Small (Not available) Employment Trend: Remain stable	New Hires, No Experience	\$6.00-12.00	\$8.50	Good
	New Hires, Experienced	\$6.25-13.00	\$10.00	Competitive
	Experienced, 3 Years With Firm	\$8.25-14.50	\$12.00	
PAVING & TAMPING EQUIPMENT OPERATORS (1993) Size of Occupation: Large (120 to 160 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$6.00-8.00	\$7.00	Very good
	New Hires, Experienced	\$7.00-15.00	\$10.00	Very good
	Experienced, 3 Years With Firm	\$10.00-15.00	\$11.00	
PAYROLL, TIMEKEEPING CLERKS (1992) Size of Occupation: Small (30 to 20 by 1996) Employment Trend: Slow decline	New Hires, No Experience	\$5.88-11.76	\$7.75	Competitive
	New Hires, Experienced	\$6.00-14.00	\$9.00	Competitive
	Experienced, 3 Years With Firm	\$6.00-17.00	\$10.80	
PERSONNEL, TRAINING & LABOR RELATIONS MANAGERS (1995) Size of Occupation: Small (35 - 35 by 1998) Employment Trend: Remain stable (Union employers tend to pay at high end.)	<u>NON-UNION and UNION:</u>			
	New Hires, No Experience	\$5.00-13.00	\$9.03	Good
	New Hires, Experienced	\$6.00-23.75	\$15.89	Competitive
	Experienced, 3 Years With Firm	\$7.00-27.75	\$18.73	
PEST CONTROLLERS & ASSISTANTS (1993) Size of Occupation: Information not available Employment Trend: Information not available	New Hires, No Experience	\$4.25-10.50	\$8.00	Very good
	New Hires, Experienced	\$5.00-11.50	\$9.00	Good
	Experienced, 3 Years With Firm	\$6.00-12.75	\$10.75	
PHARMACISTS (1992) Size of Occupation: Medium (60 to 80 b6 1996) Employment Trend: Faster than average	<u>UNION</u>			
	New Hires, No Experience \$	\$28.00-28.00	\$28.00	Good
	New Hires, Experience \$	\$28.00-28.00	\$28.00	Very good
	Experienced, 3 Years With Firm	\$28.00-28.00	\$28.00	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$19.58-30.00	\$25.50	Good
	New Hires, Experienced	\$18.00*-35.00	\$25.00	Very good
	Experienced, 3 Years With Firm	\$18.00-35.00	\$26.67	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
PHARMACY TECHNICIANS (1995) Size of Occupation: Small (30 - 40 by 1998) Employment Trend: Remain stable	<u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.25-9.00 \$6.00-10.00 \$9.95-12.00	\$8.00 \$7.88 \$10.75	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-8.00 \$6.50-10.25 \$8.00-12.25	\$7.25 \$8.75 \$11.50	Competitive Good
PHLEBOTOMISTS (1994) Size of Occupation: Information not available Employment Trend: Information not available	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$8.48-8.48 \$9.35-9.35 \$9.81-9.81	\$8.48 \$9.35 \$9.81	Good Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-7.90 \$7.07-12.00 \$8.18-15.25	\$7.40 \$8.22 \$9.08	Good Good
PHYSICAL THERAPISTS (1992) Size of Occupation: Small (30 to 35 by 1996) Employment Trend: No significant change	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$16.71-35.00 \$12.05-35.00 \$19.25-35.00	\$17.30 \$19.97 \$20.00	Very good Very good
PHYSICAL THERAPY AIDES (1995) Size of Occupation: Small (40 - 45 by 1998) Employment Trend: Faster than average (Union employers tend to pay at high end.)	<u>NON-UNION & UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-8.25 \$7.00-8.25 \$7.50-10.00	\$6.00 \$7.25 \$9.00	Good Good
PHYSICAL THERAPY ASSISTANTS (1995) Size of Occupation: Small (Projected size by 1998 not available) Employment Trend: Remain stable	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-20.00 \$7.00-22.00 \$10.00-22.00	\$9.00 \$11.00 \$13.00	Competitive Competitive

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
PLUMBERS, PIPEFITTERS, & STEAMFITTERS (1990) Size of Occupation: Large (80 to 100 by 1996) Employment Trend: Average	<u>UNION</u>			
	New Hires, No Experience	\$ 10.15-10.15	\$10.15	Good
	New Hires, Experience	\$ 15.28-20.00	\$16.77	Good
	Experienced, 3 Years With Firm	\$16.77-20.00	\$17.56	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$5.50-10.25	\$7.50	Good
	New Hires, Experienced	\$6.00-12.00	\$10.00	Good
POLICE PATROL OFFICERS (1994) Size of Occupation: Medium (85 to 95 by 1996) Employment Trend: Average	<u>UNION</u>			
	New Hires, No Experience	\$ 11.04-12.70	\$11.87	Very competitive
	New Hires, Experience	\$ 11.04-12.70	\$11.87	Good
	Experienced, 3 Years With Firm	\$12.17-13.45	\$12.70	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$10.25-10.25	\$10.25	Very competitive
	New Hires, Experienced	\$10.25-10.25	\$10.25	Good
RADIOLOGIC TECHNOLOGISTS, DIAGNOSTIC (1992) Size of Occupation: Small (20 to 40 by 1996) Employment Trend: Much faster than average	<u>UNION</u>			
	New Hires, No Experience	\$ 13.00-13.00	\$13.00	Good
	New Hires, Experience	\$ 15.02-15.02	\$15.02	Very good
	Experienced, 3 Years With Firm	\$15.02-15.02	\$15.02	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$6.00-11.03	\$10.35	Good
	New Hires, Experienced	\$6.00-14.00	\$11.92	Very good
Experienced, 3 Years With Firm		\$8.00-14.26	\$11.76	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
RADIOLOGIC TECHNOLOGISTS, DIAGNOSTIC (1995) Size of Occupation: Small (25 - 30 by 1998) Employment Trend: Faster than average	<u>UNION</u>			
	New Hires, No Experience	\$ 15.00-15.00	\$15.00	Competitive
	New Hires, Experience	\$ 16.35-17.00	\$16.68	Competitive
	Experienced, 3 Years With Firm	\$19.25-20.00	\$19.63	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$6.50-12.75	\$10.37	Competitive
	New Hires, Experienced	\$7.00-14.25	\$11.83	Competitive
RECEPTIONISTS & INFORMATION CLERKS (1994) Size of Occupation: Very Large (225 to 290 by 1998) Employment Trend: Faster than average	New Hires, No Experience	\$4.65-8.00	\$6.25	Competitive
	New Hires, Experienced	\$5.00-11.00	\$7.50	Good
	Experienced, 3 Years With Firm	\$5.75-15.00	\$9.00	
REFUSE COLLECTORS (1993) Size of Occupation: Medium (50 to 70 by 1996) Employment Trend: Much faster than average	New Hires, No Experience	\$5.00-7.50	\$7.00	Competitive
	New Hires, Experienced	\$7.00-9.00	\$7.50	Very good
	Experienced, 3 Years With Firm	\$8.50-12.00	\$10.00	
REGISTERED NURSES (1991) Size of Occupation: Very large (350 to 470 by 1996) Employment Trend: Faster than average	<u>UNION</u>			
	New Hires, No Experience	\$ 14.71-16.04	\$14.94	Good
	New Hires, Experience	\$ 15.71-17.61	\$16.22	Good
	Experienced, 3 Years With Firm	\$17.27-20.68	\$17.88	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$7.74-15.00	\$14.06	Good
	New Hires, Experienced	\$8.50-17.15	\$14.70	Good
	Experienced, 3 Years With Firm	\$9.00-20.00	\$15.95	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
REGISTERED NURSES (1994) Size of Occupation: Very large (465 to 510 by 1998) Employment Trend: Average	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm	\$14.30-28.63 \$16.52-28.63 \$19.27-33.14	\$16.52 \$17.53 \$20.00	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$10.00-33.00 \$10.00-33.00 \$11.50-33.50	\$16.51 \$18.42 \$20.00	Competitive Good
RESPIRATORY CARE PRACTITIONERS (1992) Size of Occupation: Small Employment Trend: Faster than average	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm	\$15.69-15.69 \$16.67-16.67 \$17.65-17.65	\$15.69 \$16.67 \$17.65	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$12.00-12.00 \$10.39-14.00 \$11.70-16.00	\$12.00 \$14.00 \$15.00	Competitive Good
ROOFERS (1993) Size of Occupation: Small (22 to 27 by 1996) Employment Trend: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-7.00 \$8.00-15.00 \$10.00-18.00	\$6.50 \$11.50 \$14.00	Good Good
SALES AGENTS, REAL ESTATE (1991) Size of Occupation: Very large (over 650) Employment Trend: Information not available	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$10,000-40,000/yr \$12,000-60,000/yr \$16,000-150,000/yr	\$20,000 \$33,000 \$50,000	Competitive Very good
SALESPERSONS, RETAIL, except vehicle sales (1990) Size of Occupation: Very large (900 to 1180 by 1996) Employment Trend: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-7.00 \$4.25-8.50 \$5.00-10.00	\$4.50 \$5.25 \$7.50	Good Good

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
SALESPERSONS, RETAIL, except vehicle sales (1994) Size of Occupation: Very large (1050 to 1285 by 1998) Employment Trend: Faster than average	<u>UNION</u>			
	New Hires, No Experience	\$ 4.75-5.14	\$4.95	Very competitive
	New Hires, Experience	\$ 5.14-5.50	\$5.32	Good
	Experienced, 3 Years With Firm	\$6.93-8.00	\$7.47	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$4.25-6.50	\$4.75	Very competitive
	New Hires, Experienced	\$4.50-6.50	\$5.25	Good
SECRETARIES, GENERAL (1990) Size of Occupation: Very large (670 to 740 by 1996) Employment Trend: Slower than average	Experienced, 3 Years With Firm	\$5.00-9.00	\$6.50	Good
	New Hires, No Experience	\$4.50-9.00	\$6.50	Good
	New Hires, Experienced	\$5.00-9.75	\$7.13	Competitive
	Experienced, 3 Years With Firm	\$6.50-11.00	\$9.30	
SEPTIC TANK SERVICERS & SEWER PIPE SERVICERS (1995) Size of Occupation: Small (Projections to 1998 not available) Employment Trend: Remain Stable	New Hires, No Experience	\$5.00-10.00	\$8.00	Good
	New Hires, Experienced	\$5.00-12.00	\$10.00	Good
	Experienced, 3 Years With Firm	\$12.00-20.00	\$13.00	
SHERIFF DEPUTIES (1991) Size of Occupation: Large (170 to 190 by 1996) Employment Trend: Slower than average	<u>UNION</u>			
	New Hires, No Experience	\$ 10.00-11.27	\$10.63	Competitive
	New Hires, Experience	\$ 11.75-13.76	\$12.75	Very good
	Experienced, 3 Years With Firm	\$12.75-13.76	\$13.25	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$10.63-10.80	\$10.71	Competitive
	New Hires, Experienced	\$10.80-11.16	\$10.98	Very good
	Experienced, 3 Years With Firm	\$11.90-12.31	\$12.10	

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As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
SHERIFF DEPUTIES (1994) Size of Occupation: Large 150 to 150 by 1998) Employment Trend: No significant change	UNION			
	New Hires, No Experience	\$ \$11.35-12.50	\$12.00	Competitive
	New Hires, Experience	\$ \$12.00-12.55	\$12.50	Good
	Experienced, 3 Years With Firm	\$13.75-15.00	\$13.87	
	NON-UNION			
	New Hires, No Experience	\$11.17-11.17	\$11.17	Competitive
	New Hires, Experienced	\$11.79-11.79	\$11.79	Good
	Experienced, 3 Years With Firm	\$14.33-14.33	\$14.33	
SOCIAL WORKERS, excluding medical and psychiatric (1991) Size of Occupation: Very large (290 to 370 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$7.20-18.50	\$8.82	Competitive
	New Hires, Experienced	\$7.20-23.84	\$9.33	Good
	Experienced, 3 Years With Firm	\$8.34-26.40	\$11.36	
STOCK CLERKS, SALES FLOOR (1992) Size of Occupation: Very large (330 to 400 by 1996) Employment Trend: Average	UNION			
	New Hires, No Experience	\$ \$4.75-5.59	\$5.00	Competitive
	New Hires, Experience	\$ \$4.75-5.59	\$4.75	Good
	Experienced, 3 Years With Firm	\$7.00-13.80	\$8.69	
	NON-UNION			
	New Hires, No Experience	\$4.25-7.00	\$5.00	Competitive
	New Hires, Experienced	\$5.00-8.00	\$6.00	Good
	Experienced, 3 Years With Firm	\$6.00-14.16	\$9.00	
SUPERVISORS/MANAGERS, SALES (1992) Size of Occupation: Very large (330 to 400 by 1996) Employment Trend: Average	New Hires, No Experience	\$6.50-11.52	\$9.31	Competitive
	New Hires, Experienced	\$6.50-20.00	\$10.30	Good
	Experienced, 3 Years With Firm	\$8.00-30.00	\$13.27	

MOTHER LODE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

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As Reported by Responding Employers
for 1990 through 1995 Surveys

Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
SUPERVISORS/MANAGERS, CLERICAL & ADMIN SUPPORT (1994) Size of Occupation: Large (75 to 200 by 1998) Employment Trend: Average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$8.76-8.76 \$9.21-9.21 \$9.68-9.68	\$8.76 \$9.21 \$9.68	Very competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$7.00-19.78 \$7.00-20.00 \$8.00-23.00	\$11.00 \$11.00 \$11.78	Very competitive Good
SUPERVISORS/MGRS, PRODUCTION & OPERATING WORKERS (1994) Size of Occupation: Small (55 to 55 by 1998) Employment Trend: No significant change	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$7.00-8.00 \$8.00-20.00 \$8.50-23.00	\$8.00 \$14.50 \$17.00	N/A Good
SURGICAL TECHNICIANS (1993) Size of Occupation: Small (9 to 12 by 1996) Employment Trend: Faster than average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	N/A \$11.14-11.14 \$11.70-11.70	N/A \$11.14 \$11.70	Good Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-7.50 \$6.00-12.00 \$7.50-12.00	\$6.50 \$8.00 \$11.50	Good Good
SURVEYING & MAPPING TECHNICIANS (1993) Size of Occupation: Small (27 to 34 by 1996) Employment Trend: Average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$8.70-8.70 \$10.17-13.50 \$11.52-15.75	\$8.70 \$11.84 \$13.64	Good Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$7.00-9.00 \$7.00-15.00 \$8.00-22.00	\$8.00 \$10.00 \$13.50	Good Good

MOTHER LODE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

37

As Reported by Responding Employers
for 1990 through 1995 Surveys

Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
TEACHER AIDES, PARAPROFESSIONAL (1990) Size of Occupation: Large (91 to 195 by 1996) Employment Trend: Information not available	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-8.75 \$5.50-10.00 \$6.00-10.25	\$6.93 \$7.28 \$7.92	Competitive Competitive
TEACHERS, ELEMENTARY (1992) Size of Occupation: Very large (211 and above by 1996) Employment Trend: Information not available	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$20,000-26,250/yr \$21,000-32,000/yr \$24,000-33,000/yr \$9,600-25,600/yr \$12,000-30,000/yr \$14,400-30,000/yr	\$23,000 \$26,000 \$28,000 \$22,000 \$25,000 \$27,000	Competitive Competitive Competitive Competitive
TEACHERS, PRESCHOOL (1993) Size of Occupation: Large (102 to 145 by 1996) Employment Trend: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-7.50 \$4.75-12.00 \$6.00-16.00	\$5.25 \$6.50 \$7.00	Good Good
TEACHERS, SECONDARY (1992) Size of Occupation: Very large (211 and above by 1996) Employment Trend: Information not available	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$22,000-25,000/yr \$25,000-38,400/yr \$25,000-42,000/yr \$20,000-25,000/yr \$25,000-35,000/yr \$25,000-40,000/yr	\$23,000 \$28,000 \$29,000 \$23,000 \$30,000 \$33,000	Competitive Competitive Competitive Competitive
TELLERS (1990) Size of Occupation: Very large (220 to 240 by 1996) Employment Trend: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-8.50 \$5.00-9.25 \$5.50-10.00	\$5.91 \$6.50 \$7.42	Competitive Good

MOTHER LODE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

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As Reported by Responding Employers
for 1990 through 1995 Surveys

Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
TITLE SEARCHERS (1990) Size of Occupation: Information not available Employment Trend: Information not available	New Hires, No Experience	\$4.25-8.24	\$6.10	Competitive
	New Hires, Experienced	\$5.18-11.18	\$8.82	Very good
	Experienced, 3 Years With Firm	\$7.53-14.00	\$11.18	
TRAFFIC, SHIPPING & RECEIVING CLERKS (1992) Size of Occupation: Large (190 to 200 by 1996) Employment Trend: Slower than average	New Hires, No Experience	\$4.25-6.50	\$5.00	Very competitive
	New Hires, Experienced	\$4.75-12.62	\$6.00	Good
	Experienced, 3 Years With Firm	\$6.00-13.48	\$8.00	
TRAVEL AGENTS (1992) Size of Occupation: Small (30 to 40 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$4.50-6.00	\$5.00	Competitive
	New Hires, Experienced	\$5.00-8.00	\$6.00	Good
	Experienced, 3 Years With Firm	\$6.00-8.00	\$7.00	
TRUCK DRIVERS, HEAVY (1991) Size of Occupation: Very large (310 to 400 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$6.00-12.50	\$9.00	Competitive
	New Hires, Experienced	\$7.00-14.10	\$10.00	Good
	Experienced, 3 Years With Firm	\$8.55-16.47	\$11.35	
TRUCK DRIVERS, HEAVY (1993 update) Size of Occupation: Very large (310 to 400 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$5.00-14.00	\$8.00	Good
	New Hires, Experienced	\$9.00-16.00	\$11.00	Good
	Experienced, 3 Years With Firm	\$9.50-18.00	\$12.00	
TRUCK DRIVERS, LIGHT, Includes delivery and route workers (1990) Size of Occupation: Very large (200 to 250 by 1996) Employment Trend: Average	<u>UNION</u>			
	New Hires, No Experience \$	\$11.42-11.42	\$11.42	Good
	New Hires, Experience \$	\$11.42-11.42	\$11.42	Good
	Experienced, 3 Years With Firm	\$16.00-16.00	\$16.00	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$4.75-7.00	\$5.40	Good
	New Hires, Experienced	\$5.50-9.00	\$6.45	Good
	Experienced, 3 Years With Firm	\$6.00-9.25	\$8.00	

MOTHER LODE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

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As Reported by Responding Employers
for 1990 through 1995 Surveys

Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
TRUCK DRIVERS, LIGHT, Includes delivery and route workers (1995) Size of Occupation: Very large (225 - 285 by 1998) Employment Trend: Average (Union employers tend to pay at high end.)	NON-UNION and UNION			
	New Hires, No Experience	\$ \$4.75-12.50	\$6.00	Competitive
	New Hires, Experience	\$ \$5.00-12.50	\$7.00	Competitive
	Experienced, 3 Years With Firm	\$5.50-19.00	\$9.00	
URBAN & REGIONAL PLANNERS (1994) Size of Occupation: Small (45 to 45 by 1996) Employment Trend: No significant change	UNION			
	New Hires, No Experience	\$ \$10.80-12.74	\$12.00	Competitive
	New Hires, Experience	\$ \$11.90-14.08	\$14.00	Good
	Experienced, 3 Years With Firm	\$12.00-15.55	\$15.00	
	NON-UNION			
	New Hires, No Experience	\$12.00-12.00	\$12.00	Competitive
	New Hires, Experienced	\$14.45-21.65	\$15.00	Good
	Experienced, 3 Years With Firm	\$15.40-23.10	\$17.00	
VETERINARY ASSISTANTS (1993) Size of Occupation: Information not available Employment Trend: Information not available	New Hires, No Experience	\$4.25-6.50	\$5.00	Good
	New Hires, Experienced	\$5.00-9.00	\$5.50	Good
	Experienced, 3 Years With Firm	\$6.00-9.00	\$6.50	
VETERINARY TECHNICIANS & TECHNOLOGISTS (1993) Size of Occupation: Information not available Employment Trend: Information not available	New Hires, No Experience	\$4.50-7.00	\$5.00	Good
	New Hires, Experienced	\$5.00-7.50	\$6.75	Very good
	Experienced, 3 Years With Firm	\$6.00-9.50	\$8.50	
WAITERS & WAITRESSES (1990) Size of Occupation: Very large (800 to 1040 by 1996) Employment Trend: Faster than average	New Hires, No Experience	\$4.25-4.50	\$4.25	Good
	New Hires, Experienced	\$4.25-5.00	\$4.25	Good
	Experienced, 3 Years With Firm	\$4.25-6.00	\$4.25	

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

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As Reported by Responding Employers
for 1990 through 1995 Surveys

Occupation, Year Surveyed, Size and Growth Trend (EDD Projections 1989-1996 and 1992-1998)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
WATER & LIQUID WASTE TREATMENT PLANT OPERATORS (1994) Size of Occupation: Small (50 to 50 by 1998) Employment Trend: No significant change	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm	\$8.00-14.50 \$8.50-14.50 \$10.50-15.95	\$11.27 \$12.73 \$15.43	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-12.50 \$6.50-14.00 \$7.50-16.00	\$8.50 \$9.00 \$12.00	Competitive Good
WELDERS & CUTTERS (1994) Size of Occupation: Medium (75 to 80 by 1998) Employment Trend: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.50-7.00 \$6.00-17.00 \$8.00-20.00	\$5.75 \$10.00 \$14.00	Very good Good
WELFARE ELIGIBILITY WORKERS & INTERVIEWERS (1991) Size of Occupation: Medium (100 to 120 by 1996) Employment Trend: Slower than average	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm	\$7.46-7.46 \$7.06*-8.16 \$9.00-9.40	\$7.46 \$7.61 \$9.20	Very competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$7.85-9.05 \$8.24-9.05 \$9.07-10.85	\$8.45 \$8.64 \$9.96	Very competitive Good
WINE FERMENTERS (1995) Size of Occupation: Small (Projections to 1998 not available) Employment Trend: Remain stable	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-13.00 \$6.00-14.00 \$7.00-14.50	\$7.00 \$7.50 \$9.00	Competitive Competitive

SECTION 5**1995 OCCUPATIONAL SUMMARIES**

Twenty occupational summaries appear in this section. Data on these occupations were collected in the fall of 1995.

The occupations studied were selected by MLJT and community members from each county to determine if the occupation

- Had a substantial employment base in the county
- Had a substantial number of projected job openings
- Had a potential salary of \$7/hr
- Met a local need

Changing economic conditions after each year's survey period could alter the results presented in these summaries.

CARPENTER

1995 Survey

16 Employers Responded

Carpenters perform the carpentry duties necessary to make or repair wooden structures, structural members, and fixtures and equipment using carpentry tools and woodworking machines. Does not include Cabinetmakers and Bench Carpenters. (OES 871020)

Other titles used by responding employers: Journeyman Carpenter, Carpenter-Laborer, Carpenter-Helper, Carpenter Foreman

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Many** (50%) responding employers sometimes and **some** (31%) usually accept training as a substitute for work experience; **some** (19%) state they never do. Training desired includes on-site and vocational training.

Local or adjacent training availability: Regional Occupational Programs: Argonaut High School, Jackson; Bret Harte High School, Altaville; Mariposa High School, Mariposa; Sonora High School, Sonora; Summerville High School, Tuolumne; Carpenters #46, Northern California Counties Joint Apprenticeship Training Council, Sacramento. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 17%

Previous work experience required: **Many** (38%) responding employers state they always require previous work experience while **most** (63%) state they usually do.

Experience: **Most** responding employers report that 6 to 48 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 16 firms, 15 answered this question.)

Extremely important

Perform "finish" carpentry
Perform "rough" carpentry
Know shop math
Able to climb high places

Able to perform strenuous, physically demanding work
Possess agility and coordination
Able to lift at least 50 lbs repeatedly

Somewhat important

Read blueprints
Provide own handtools
Possess reliable vehicle
Possess good DMV driving record

Somewhat not important

Install and repair drywall

Not important

Use drafting tools

New skills desired

Know advanced math
Work with steel structures and metal studs

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Very large (265 - 290 by 1998)

Annual proj. growth: **Slower than average**, 1.6%

Proj. new jobs: 25

Openings due to separations: 30

(Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%.)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult

Experienced: Somewhat difficult

Survey indicates employer demand is somewhat greater than supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. **Most** (75%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **some** (19%) expect it to grow, and a **few** (6%) expect it to decline.

Responding employers reported 29 persons were hired in this occupation during the last 12 months: 28% from growth, 3% from promotions, 10% from persons leaving firms, and 59% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

57 Jobs Represented

CARPENTER**HOURLY WAGES (October 1995)****NON-UNION and UNION**

	Low	High	Median
New hires, no experience	\$6.00	\$30.50	\$8.00
New hires, experienced	\$8.00	\$30.50	\$12.00
3 yrs with firm	\$12.00	\$30.50	\$15.00

(Union employers tend to pay at high end.)

BENEFITS**Offered full time employees:** (Out of 16 firms, 4 answered this question)

Medical insurance	100%	Paid sick leave	25%
Dental insurance	25%	Retirement plan	50%
Vision insurance	25%	Life insurance	0%
Paid vacation	50%	Child care	0%

(Benefits are not paid to part time employees.)

MAJOR EMPLOYING INDUSTRIES (In survey area)

General contractors, single family housing and non-residential buildings

RECRUITMENT PRACTICES USED

(Out of 16 firms, 15 answered this question)

Newspaper ads	20%	Public/private school referrals	14%
In-house promotions/transfers	13%	Unsolicited applicants	33%
EDD	20%	Current employee referrals	73%
Private employment agencies	7%	Word-of-mouth, Civil Service	13%
Union hall referrals	0%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 860.381-022, Carpenter**

Physical Demands M2346

Skill Indicator 1

General Education Development R4 M3 L3

Aptitude G3 V3 N3 S3 P3 Q4 K3 F3 M3 E3 C4

Specific Vocational Preparation 2 - 4 years

OTHER INFORMATION**Career Ladder** may look like this: Carpenter laborer or helper, **Carpenter**, Foreman, Supervisor, Superintendent, Estimator, Self-employed Contractor**Male**, 98% (56) **Female**, 2% (1)**Hours:** **Full time, 68%** (avg 40 hrs/wk)
 Temporary/On Call, 19% (avg 35 hrs/wk)**Part time, 4%** (avg 16 hrs/wk)
Seasonal, 9% (avg 40 hrs/wk)Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

860.281-010 Carpenter, Maintenance

860.381-042 Carpenter, Rough

860.381-022 Carpenter

860.664-010 Carpenter I

860.381-026 Carpenter Apprentice

860.681-010 Carpenter II

For more information, see COG #169; OOH p. 369; GOE p. 146 (GOE Code 05.05.02)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

CHILD CARE WORKERS

1995 Survey

15 Employers Responded

Child Care Workers attend children at schools, businesses, and institutions performing a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Does not include workers whose primary function is to teach in a structured setting. (OES 680380)

Other titles used by responding employers: Teacher's aide, Day Care Operator, Child Supervisor, Children's Program Manager.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: Most (60%) responding employers sometimes and **some** (33%) usually accept training as a substitute for work experience; a **few** (7%) state they never do. Training desired generally includes twelve college units in early childhood education.

Local or adjacent training availability: Columbia College, Columbia; Mariposa High School ROP, Mariposa; Sonora High School ROP, Sonora; and Summerville High School ROP, Tuolumne. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 74% AA degree, 19%

Previous work experience required: Most (53%) responding employers state they always require previous work experience; **some** (27%) state they sometimes do and **some** (20%) state they usually do.

Experience: Most responding employers report that 6 to 12 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 15 firms, 10 answered this question.)

Extremely important

Know early childhood development
Read orally
Administer emergency first aid
Write effectively

Able to stand continuously 2+ hours
Able to lift at least 40 lbs continuously
Enjoy being with children

Somewhat important

Possess musical ability
Possess ECD Certificate
Understand a variety of cultures
Able to handle crises situations

Able to work under pressure
Able to exercise patience
Possess a clean police record

New skills desired

CPR Certification
Safety and first aid
Recreation, arts & crafts skills

Transferable skills desired

Read/follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Medium (60 - 95 by 1998)

Annual proj. growth: Faster than average, 2.4% **Proj. new jobs: N/A** **Openings due to separations: N/A**
(Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult **Experienced:** Somewhat difficult

Survey indicates employer demand is somewhat greater than supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. **Most** (53%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **many** (47%) expect it to grow. Responding employers reported 31 persons were hired in this occupation during the last 12 months: 42% from growth, 10% from promotions, 29% from persons leaving firms, and 19% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

62 Jobs Represented

CHILD CARE WORKERS**HOURLY WAGES (October 1995)****NON-UNION and UNION**

	Low	High	Median
New hires, no experience	\$5.00	\$7.00	\$6.00
New hires, experienced	\$6.00	\$8.00	\$6.66
3 yrs with firm	\$6.25	\$9.25	\$7.90

(Union employers tend to pay at high end.)

BENEFITS

(Out of 15 firms, 9 answered this question.)

Offered full time employees:

Medical insurance	33%
Dental insurance	22%
Vision insurance	11%
Paid vacation	44%
Paid sick leave	67%
Retirement plan	0%
Life insurance	11%
Child Care	33%

Offered part time employees (20 hrs/wk):

Medical insurance	22%
Dental insurance	11%
Vision insurance	11%
Paid vacation	56%
Paid sick leave	56%
Retirement plan	0%
Life insurance	11%
Child Care	56%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Pre-school services, religious organizations, community action agencies, child day care services

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	80%	Public/private school referrals	47%
In-house promotions/transfers	27%	Unsolicited applicants	7%
EDD	13%	Current employee referrals	53%
Private employment agencies	13%	Word-of-mouth, Bulletins	20%
Union hall referrals	0%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 359.677-018, Nursery School Attendant**

Physical Demands M345

Skill Indicator 2

General Education Development R3 M2 L3

Aptitude G3 V3 N4 S4 P4 Q4 K4 F4 M4 E5 C4

Specific Vocational Preparation 3 - 6 months

OTHER INFORMATION

Career Ladder may look like this: Teacher aide, **child care worker**, site supervisor, assistant director, director, licensed social worker.

Male, 3% (2)**Female**, 97% (60)**Hours:****Full time, 23%** (avg 39 hrs/wk)**Part time, 65%** (avg 18 hrs/wk)**Temporary/On Call, 13%** (avg 8 hrs/wk)**Seasonal, 0%**Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

355.674-010 Child-Care Attendant, School

359.677-018 Nursery School Attendant

359.677-010 Attendant, Children's institution

359.677-026 Playroom Attendant

For more information, see COG #505; OOH p.317; GOE p. 423 (GOE Code 10.03.03)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

COMPUTER AIDED DESIGN TECHS

1995 Survey

12 Employers Responded

Computer Aided Design (CAD) Technicians operate computer-aided design systems and peripheral equipment to draft and modify drawings from rough or detailed sketches or notes to specified dimensions for manufacturing, construction, engineering or other purposes. They utilize knowledge of various CAD programs, machines, engineering practices, mathematics, building materials, and other physical sciences to complete drawings. (DOT 003.362-999 modified from DOT 003.362-010)

Other titles used by responding employers: Cadastral Draftsman/Tech, Engineering Tech, Project Engineer/Mechanical Design, Engineering Tech/Computer Operator, Draftsman.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Many** (50%) responding employers sometimes and **some** (17%) usually accept training as a substitute for work experience; **some** (33%) state they never do. Training desired includes computer design and drafting, AutoCAD, architectural engineering, CAD applications.

Local or adjacent training availability: Amador High School ROP, Jackson; Bret Harte High School ROP, Altaville; Calaveras High School ROP, San Andreas; Columbia College, Columbia; and Computer Career Training, Sonoma. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 50% AA degree, 25%

Previous work experience required: **Many** (50%) responding employers state they always require previous work experience while **some** (33%) usually do and **some** (17%) sometimes do.

Experience: **Most** responding employers report that 12 to 60 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (All employers answered this question)

Extremely important

Know variety of CAD applications
Read blueprints
Know geometry
Operate peripheral equipment

Able to concentrate for long periods
Possess 3-dimensional visualization
Possess visual acuity
Able to identify and distinguish colors
Know spreadsheet applications

Somewhat important

Freehand drawing skills
Know trigonometry
Know mini-computer hardware/opr systems

Know variety of word processing, spreadsheet, and data base applications
Possess good finger dexterity
Possess good field of vision

New skills desired

Know AutoCAD (R12-13)
Architectural Drafting Techniques & Systems
Computer networking
3-D Rendering-Windows environment

Transferable skills desired

Read/follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Medium (65 - 70 by 1998)

Annual proj. growth: **Slower than average**, 1.3% **Proj. new jobs:** 5 **Openings due to separations:** 10

(Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult **Experienced:** Somewhat difficult

Employer demand is somewhat greater than the supply for experienced qualified applicants. Employers may have some difficulty finding qualified experienced applicants at times. Worker supply may be somewhat larger than demand for qualified inexperienced applicants. Inexperienced applicants may have competition in job seeking.

Most (75%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **some** (25%) expect it to grow. Responding employers reported 4 persons were hired in this occupying during the last 12 months: 50% from growth, 25% from promotions, 0% from persons leaving firms, and 25% for temporary/ seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

25 Jobs Represented

COMPUTER AIDED DESIGN TECHS**HOURLY WAGES (October 1995)**

	NON-UNION			UNION		
	Low	High	Median	Low	High	Median
New hires, no experience	\$6.00	\$12.00	\$8.50	\$10.54	\$11.00	\$10.77
New hires, experienced	\$7.50	\$18.25	\$9.00	\$11.00	\$12.11	\$11.56
3 yrs with firm	\$10.00	\$24.00	\$14.00	\$12.73	\$14.02	\$13.38

(Twelve percent employees represented are union members.)

BENEFITS**Offered full time employees:** (Out of 12 firms, 11 answered this question.)

Medical insurance	82%	Paid sick leave	64%
Dental insurance	64%	Retirement plan	55%
Vision insurance	45%	Life insurance	55%
Paid vacation	91%	Child care	0%

(Benefits are not paid to part time employees.)

MAJOR EMPLOYING INDUSTRIES (In survey area)

Engineering services; architectural services; assessors' offices; establishments engaged in manufacturing communications equipment; blueprint services; general contractors, single family homes

RECRUITMENT PRACTICES USED

(Out of 12 firms, 11 answered this question.)

Newspaper ads	64%	Public/private school referrals	0%
In-house promotions/transfers	27%	Unsolicited applicants	27%
EDD	0%	Current employee referrals	36%
Private employment agencies	9%	Other employers, same business	18%
Union hall referrals	0%	Civil Service list	9%

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 003.362-010, Design Technician-Computer**

Physical Demands L456

Skill Indicator 2

General Education Development R3 M3 L3

Aptitude G2 V3 N3 S2 P2 Q2 K2 F3 M3 E5 C5

Specific Vocational Preparation 6 - 12 months

OTHER INFORMATION**Career Ladder** may look like this: Draftsman, **CAD technician**, senior cadastral technician, job captain, supervisor, designer, engineer for public works**Male**, 76% (19)**Female**, 24% (6)**Hours:****Full time, 88%** (avg 40 hrs/wk)**Part time, 8%** (avg 15 hrs/wk)**Temporary/On Call, 4%** (avg 8 hrs/wk)**Seasonal, 0%**Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

001.261-010 Drafter, Architectural

005.281-010 Drafter, Civil

001.261-014 Drafter, Landscape

005.281-104 Drafter, Structural

For more information, see COG #338 & #2004B, p. 2; OOH p. 226; GOE p. 128 (GOE Code 05.03.02)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

COMPUTER & SOFTWARE SUPPORT TECHS 1995 Survey 6 Employers Responded

Computer and Software Support Technicians assist in monitoring operations of computers and peripheral equipment. They have knowledge of a variety of word processing, spreadsheet, and data base applications. They assist and provide training in the operation of computers, peripheral equipment, and software; enter commands to help computer operators identify and correct errors; revise input data and programs; recommend changes in programs, in routine, and in quality-control standards to improve computer operating efficiency. (DOT 213.132-999 modified from DOT 213.132-010)

Other titles used by responding employers: Operations Coordinator, Computer Resources Coordinator, Computer Operator, Technical Analyst.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: Fifty percent responding employers state they usually accept training as a substitute for work experience, while another 50 percent state they never do. Training desired includes mainframe and on-the-job training.

Local or adjacent training availability: Columbia College, Columbia. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 100%

Previous work experience required: **Most** (67%) responding employers state they always require previous work experience; **some** (33%) state they sometimes do.

Experience: **Most** responding employers report that 6 to 36 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 6 firms, 5 answered this question.)

Extremely important

Keyboarding skills	Know minicomputer hardware & oper. systems
Type at least 40 wpm	Able to handle crisis situations
Know mainframe, hardware & oper. systems	Use time effectively
Know a variety of word processing, spread sheet & database applications	Work under pressure
	Able to concentrate for long periods of time

Somewhat important

Desktop publishing	Willing to work nights, weekends, holidays
Possess effective training skills	Able to bend, stoop, and lift light weights

New skills desired

Wide area networks setup & maintenance
External systems - Internet, Bulletin Boards

Transferable skills desired

Read & follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Small (EDD Projections to 1998 are not available.)

Annual proj. growth: Remain stable

Proj. new jobs: N/A

Openings due to separations: N/A (Avg

annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult **Experienced:** Very difficult

Survey indicates employers demand is considerably greater than supply of qualified experienced applicants and somewhat greater than supply of qualified inexperienced applicants. Employers may have some difficulty finding inexperienced qualified applicants when an opening occurs, and employers often cannot find qualified experienced applicants when an opening exists. **Most** (67%) responding employers expect this occupation's employment to grow over the next 3 years, while **some** (33%) expect it to remain stable. Responding employers reported one person was hired in this occupation during the last 12 months to replace someone who left the firm.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

10 Jobs Represented**COMPUTER & SOFTWARE SUPPORT TECHS****HOURLY WAGES (October 1995)****NON-UNION and UNION**

	Low	High	Median
New hires, no experience	\$5.00	\$6.00	\$5.50
New hires, experienced	\$8.00	\$19.25	\$13.42
3 yrs with firm	\$12.00	\$23.50	\$16.25

(Union employers tend to pay at high end.)

BENEFITS**Offered full time employees:** (Out of 6 firms, 5 answered this question.)

Medical insurance	100%	Paid sick leave	80%
Dental insurance	100%	Retirement plan	80%
Vision insurance	80%	Life insurance	100%
Paid vacation	100%	Child Care	20%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Local and federal government agencies, manufacturing companies, small electronic firms

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	83%	Public/private school referrals	17%
In-house promotions/transfers	33%	Unsolicited applicants	17%
EDD	17%	Current employee referrals	0%
Private employment agencies	0%	Word-of-mouth	17%
Union hall referrals	0%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 213.132-010, Supervisor - Computer Operations**

Physical Demands L56

Skill Indicator 1

General Education Development R5 M5 L4

Aptitude G2 V2 N2 S3 P3 Q2 K4 F4 M4 E5 C4

Specific Vocational Preparation 2 - 4 years

OTHER INFORMATION**Career Ladder** may look like this: Computer operator, computer programmer, **computer and software support technician**, operations manager, computer/software consultant**Male**, 90% (9)**Female**, 10% (1)**Hours:****Full time, 100%** (avg 40 hrs/wk)
Temporary/On Call, 0%**Part time, 0%**
Seasonal, 0%Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

030.162-010 Computer Programmer

030.167-014 Systems Analyst

030.162-014 Programmer-Analyst

213.362-010 Computer Operator

For more information, see COG #541; OOH p. 92; GOE p. 355 (GOE Code 07.06.01)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

DENTAL ASSISTANTS

1995 Survey

17 Employers Responded

Dental Assistants assist the dentist at the chair by preparing patients and equipment, keeping records, and performing related duties as required. (OES 660020)

Other titles used by responding employers: Registered Dental Assistant, Chair Side Assistant.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (65%) responding employers sometimes and **some** (24%) usually accept training as a substitute for work experience; **some** (12%) state they never do. Training desired includes graduation from a dental assisting program, x-ray certification, and Registered Dental Assistant License.

Local or adjacent training availability: Consumnes River College, Placerville; Galen College of Medical/Dental Assisting, Modesto; Merced College, Merced; Modesto Junior College, Modesto. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 69%

Previous work experience required: **Many** (47%) responding employers state they always require previous work experience while **some** (29%) usually do and **some** (24%) sometimes do.

Experience: **Most** responding employers report that 6 to 24 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 17 firms, 13 answered this question.)

Extremely important

Perform/assist with dental procedures
Understand coronal polishing
Perform recordkeeping
Know dental materials
Know sterilization procedures
Possess basic office computer skills

Good public contact skills
Able to follow billing procedures
Possess Radiation Safety Certificate
Answer phone effectively
Write effectively and legibly
Good grooming/appearance

Somewhat important

Possess Registered Dental Assistant (RAD) Certificate
Able to stand for 2+ hours

Somewhat not important

Complete courses in biological science

Not important

Do ultrasonic scaling
Complete and explain insurance forms

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

New skills desired

Coronal polish
Knowledge of changing dental material and techniques
Computer scheduling

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Medium (75 - 85 by 1998)

Annual proj. growth: **Faster than average**, 2.2% **Proj. new jobs:** 10 **Openings due to separations:** 10 (Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult **Experienced:** Somewhat difficult

Survey indicates worker supply is somewhat larger than demand for qualified inexperienced applicants; applicants may experience competition in job seeking. However, employer demand is somewhat greater than supply of qualified experienced applicants. Employers may have some difficulty finding qualified experienced applicants at times. **Most** (65%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **many** (35%) expect it to grow. Responding employers reported 13 persons were hired in this occupation during the last 12 months: 31% from growth, 54% from persons leaving firms, and 15% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

42 Jobs Represented**DENTAL ASSISTANTS****HOURLY WAGES (October 1995)**

	Low	High	Median
New hires, no experience	\$5.50	\$10.00	\$7.50
New hires, experienced	\$6.50	\$10.50	\$9.00
3 yrs with firm	\$8.50	\$14.00	\$10.75

BENEFITS

(Out of 17 firms, 14 answered this question.)

Offered full time employees:

Medical insurance	43%
Dental insurance	36%
Vision insurance	0%
Paid vacation	93%
Paid sick leave	50%
Retirement plan	36%
Life insurance	7%
Child care	7%

Offered part time employees (20 hrs/wk):

Medical insurance	0%
Dental insurance	21%
Vision insurance	0%
Paid vacation	14%
Paid sick leave	14%
Retirement plan	14%
Life insurance	0%
Child care	14%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Offices and clinics of dentists

RECRUITMENT PRACTICES USED

(Out of 17 firms, 16 answered this question.)

Newspaper ads	75%	Public/private schools referrals	19%
In-house promotions/transfers	6%	Unsolicited applicants	13%
EDD	6%	Current employee referrals	50%
Private employment agencies	25%	Dental ofc referrals, radio ads	13%

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 079.371-010, Dental Assistant**

Physical Demands L4

Skill Indicator 2

General Education Development R4 M3 L4

Aptitude G3 V3 N3 S4 P3 Q3 K4 F3 M3 E5 C4

Specific Vocational Preparation 1 - 2 years

OTHER INFORMATION**Career Ladder** may look like this: **Dental assistant**, front office receptionist, dental hygienist, dental laboratory technician.**Male**, 0%**Female**, 100% (42)**Hours:****Full time, 64%** (avg 38 hrs/wk)**Part time, 33%** (avg 21 hrs/wk)**Temporary/On Call, 2%** (avg 30 hrs/wk)**Seasonal, (0%)**Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

078.361-010 Dental Hygienists

201.362-014 Medical Secretaries

For more information, see COG #27; OOH p. 309; GOE p. 419 (GOE Code 10.03.02)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

ELECTRICAL/ELECTRONIC ENGINEERS 1995 Survey 7 Employers Responded

Electrical and Electronic Engineers design, develop, test and supervise the manufacture and installation of electrical and electronic equipment, components or systems, computers and related equipment and systems for commercial, industrial, military or scientific use. Does not include Sales Engineers. (OES 221260)

Other titles used by responding employers: None reported.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (71%) responding employers sometimes accept training as a substitute for work experience; **some** (14%) usually do and **some** (14%) never do. Training desired includes electronics technology, computer classes, or engineering degree.

Local or adjacent training availability: Modesto Junior College, Modesto; World Wide Educational Services, Modesto. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100%; Some college, 20%; BA degree, 60%; Graduate Study, 20%

Previous work experience required: **Most** (57%) responding employers state they always require previous work experience while **some** (29%) usually do and **some** (14%) sometimes do.

Experience: **Most** responding employers report that 12 to 60 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 7 firms, 5 answered this question.)

Extremely important

Know AutoCAD/CAM
Know Novell

Know industrial design
Know microcomputer hardware/oper. systems

Somewhat important

Know variety of computer software applications
Know telecommunications equipment
Know how to write reports/technical material

Somewhat not important

Able to do scientific & engineering programming
Able to do digital and analog circuitry design
Able to design telecommunications network
Able to use Borland C++® program language
Able to use engineering applications software

New skills desired

Micro-miniature electronics
New computer applications & technology

Transferable skills desired

Read/follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Medium (50 - 65 by 1998)

Annual proj. growth: Much faster than average, 5% **Proj. new jobs:** 15 **Openings due to separations:** 5
(Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult **Experienced:** Somewhat difficult

Employer demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. **Most** (71%) responding employers expect this occupation's employment to grow over the next 3 years, while **some** (29%) expect it to remain stable. Responding employers reported 5 persons were hired in this occupation during the last 12 months: 60% from growth and 40% from persons leaving firms.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

19 Jobs Represented

ELECTRICAL & ELECTRONIC ENGINEERS**HOURLY WAGES (October 1995)**

	Low	High	Median
New hires, no experience	\$6.00	\$10.00	\$9.00
New hires, experienced	\$7.00	\$26.50	\$12.00
3 yrs with firm	\$8.50	\$38.00	\$15.00

BENEFITS**Offered full time employees:** (Out of 7 firms, 6 answered this question.)

Medical insurance	67%	Paid sick leave	50%
Dental insurance	50%	Retirement plan	0%
Vision insurance	33%	Life insurance	33%
Paid vacation	83%	Child care	0%

(Benefits are not paid to part time employees.)

MAJOR EMPLOYING INDUSTRIES (In survey area)

Electronic equipment and parts manufacturers, engineering firms, computer services

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	71%	Public/private school referrals	14%
In-house promotions/transfers	14%	Unsolicited applicants	0%
EDD	29%	Current employee referrals	57%
Private employment agencies	0%	Word-of-mouth	14%
Known through industry	14%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 003.061-030, Electronics Engineer**

Physical Demands L456

Skill Indicator 1

General Education Development R5 M5 L5

Aptitude G2 V2 N2 S2 P2 Q3 K3 F3 M3 E4 C2

Specific Vocational Preparation 4 - 10 years

OTHER INFORMATION**Career Ladder** may look like this: Apprentice electronic technician, journeyman, associate engineer, **electrical/electronic engineer**, senior engineer, operations manager, supervising engineer, manager.**Male**, 89% (17)**Female**, 11% (2)**Hours:** **Full time, 95%** (avg 40 hrs/wk)
Temp/On Call, 0%**Part time, 5%** (avg 20 hrs/wk)
Seasonal, 0%**Related DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

003.061-010 Electrical Engineer

003.061-042 Electronics, Test Engineer

003.061-014 Electronics Engineer

003.061-050 Planning Engineer, Central Ofc Facilities

003.061-018 Electrical, Design Engineer

003.167-026 Engineer of System Development

003.061-038 Electronics, Research Engineer

For more information, see COG #12; OOH p. 79; GOE p. 121 (GOE Code 05.01.08)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

GARDENERS, GROUNDSKEEPERS

1995 Survey

16 Employers Responded

Gardeners and Groundskeepers maintain grounds of public or private property, using hand/power tools or equipment. They may perform any combination of tasks, such as mowing, trimming, planting, watering, fertilizing, digging, raking, and sweeping. Additional duties may include minimal care and upkeep of buildings and equipment. They may plan and execute small-scale landscaping operations. Does not include Groundskeepers who disseminate information to the public and patrol public parks to enforce rules and regulations and to detect fires. (OES 79030)

Other titles used by responding employers: Groundskeeper, Maintenance Worker, Landscaper, Custodian/ Gardener, Grounds Maintenance.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (69%) responding employers sometimes and **some** (19%) usually accept training as a substitute for work experience; **some** (13%) state they never do. Training desired includes vocational training in landscape design and gardening.

Local or adjacent training availability: Merced College, Merced; Modesto Junior College, Modesto, and Summerville High School ROP, Tuolumne. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 35%

Previous work experience required: **Some** (31%) responding employers state they always require previous work experience while **many** (44%) usually do and **some** (25%) sometimes do.

Experience: **Most** responding employers report that 6 to 36 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 16 firms, 13 answered this question.)

Extremely important

Care for lawns and gardens

Prune shrubs, trees

Repair plumbing

Able to use different gardening tools

Able to install sprinkler systems

Know how to repair sprinklers

Know uses of pesticides and herbicides

Possess valid driver's license

Somewhat important

Able to operate tractors

Able to lift 75 lbs repeatedly

Good public contact skills

Transferable skills desired

Read & follow instructions

Communicate effectively (speaking & listening)

Know basic math and write legibly

Able to solve problems and make decisions

Work independently and/or with close supervision

New skills desired

Horticulture knowledge

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Large (220 - 245 by 1998)

Annual proj. growth: Average, 1.9%

Proj. new jobs: 25

Openings due to separations: 20

(Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult

Experienced: A little difficult

Survey indicates worker supply is somewhat larger than demand for qualified applicants; applicants may experience competition in job seeking. **Most** (93%) responding employers expect this occupation's employment to remain stable over the next 3 years, while a **few** (7%) expect it to grow. Responding employers reported 31 persons were hired in this occupation during the last 12 months: 10% from growth, 13% from promotions, 42% from persons leaving firms, and 35% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

66 Jobs Represented

GARDENERS, GROUNDSKEEPERS**HOURLY WAGES (October 1995)**

	UNION			NON-UNION		
	Low	High	Median	Low	High	Median
New hires, no experience	\$9.17	\$11.13	\$9.72	\$4.50	\$8.25	\$6.00
New hires, experienced	\$9.48	\$18.00	\$9.73	\$5.00	\$8.50	\$7.00
3 yrs with firm	\$10.45	\$19.75	\$11.19	\$6.50	\$9.75	\$8.31

(Fifty-five percent employees represented are union members.)

BENEFITS

(Out of 16 firms, 13 answered this question.)

Offered full time employees:

Medical insurance	92%
Dental insurance	85%
Vision insurance	85%
Paid vacation	100%
Paid sick leave	77%
Retirement plan	85%
Life insurance	54%
Child care	8%

Offered part time employees (20 hrs/wk):

Medical insurance	0%
Dental insurance	0%
Vision insurance	0%
Paid vacation	8%
Paid sick leave	8%
Retirement plan	0%
Life insurance	0%
Child care	0%

MAJOR EMPLOYING INDUSTRIES (In survey area)

School districts, apartment buildings, motels, homeowners associations, government offices, golf courses

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	81%	Public/private school referrals	0%
In-house promotions/transfers	44%	Unsolicited applicants	19%
EDD	19%	Current employee referrals	44%
Private employment agencies	6%	Word-of-mouth, civil svc list	13%
Union Hall referrals	6%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 408.161-010, Landscape Gardener**

Physical Demands H346

Skill Indicator 2

General Education Development R4 M4 L4

Aptitude G3 V3 N3 S3 P4 Q4 K3 F3 M3 E4 C4

Specific Vocational Preparation 2 - 4 years

OTHER INFORMATION**Career Ladder** may look like this: Maintenance, **groundskeeper, gardener**, head gardener, supervisor, manager.**Male**, 94% (62)**Female**, 6% (4)**Hours:****Full time, 70%** (avg 40 hrs/wk)**Part time, 9%** (avg 23 hrs/wk)**Temporary/On Call, 15%** (avg 10 hrs/wk)**Seasonal, 6%** (avg 29 hrs/wk)**Related DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

406.683-010 Greenskeeper II

406.687-010 Groundskeeper, Parks & Grounds

406.684-010 Cemetery Worker

408.161-010 Landscape Gardener

406.684-014 Groundskeeper, Industrial-Commercial

408.684-010 Lawn-Service Worker

For more information, see COG #320; OOH p. 321; GOE p. 82 (GOE Code 03.01.03)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

HEATING, A/C, REFRIG MECHS/INSTLRS 1995 Survey 10 Employers Responded

Heating, Air Conditioning, and Refrigeration Mechanics and Installers install and repair heating, air conditioning, and refrigeration systems. Their duties may include installation and repair of oil burners, hot-air furnaces, heating stoves, and similar equipment in homes and commercial establishments using hand and pipe threading tools. They may also install and repair cooling and central air conditioning systems. Does not include workers who do only plumbing and pipefitting work. (OES 859020)

Other titles used by responding employers: HVAC Serviceman, Technician/Mechanic Installer, Refrigeration Service Person, Service Techs/Sheetmetal Installer.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (90%) responding employers sometimes accept training as a substitute for work experience; **some** (10%) state they always do. Training desired includes HVAC Technician, EPA Certification, H, A/c Training Certification.

Local or adjacent training availability: Modesto Junior College, Modesto; and Stanislaus Area Plumbers, Pipe & Refrigeration Fitters J.A.T.C., Modesto. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 18%

Previous work experience required: **Some** (20%) responding employers state they always require previous work experience while **many** (50%) usually do and **some** (30%) sometimes do.

Experience: **Most** responding employers report that 6 to 24 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 10 firms, 9 answered this question.)

Extremely important

Able to do sheet metal work
Possess soldering skills
Possess pipefitting skills
Possess plumbing skills
Able to provide own hand tools

Good public contact skills
Understand circuit design
Able to lift 100 lbs repeatedly
Possess good DMV record
Possess valid driver's license

Somewhat important

Possess welding skills
Bondable
Able to read blueprints
Knowledge of LP gas

Somewhat not important

Able to do cost estimating

New skills desired

Know refrigeration system changes
Know Freon laws
Know changing appliance designs
EPA certified, sheetmetal shop

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Medium (65 - 75 by 1998)

Annual proj. growth: **Faster than average**, 2.6% **Proj. new jobs:** 10 **Openings due to separations:** 5 (Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult **Experienced:** Somewhat difficult

Survey indicates employer demand is somewhat greater than supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. **Many** (50%) responding employers expect this occupation's employment to grow over the next 3 years, while 40% expect it to remain stable, and **some** (10%) expect it to decline. Responding employers reported 22 persons were hired in this occupation during the last 12 months: 45% from growth, 9% from promotions, 36% from persons leaving firms, and 9% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

49 Jobs Represented

HEATING, A/C, REFRIG MECHANICS/INSTALLERS**HOURLY WAGES (October 1995)****NON-UNION and UNION**

	Low	High	Median
New hires, no experience	\$6.00	\$9.00	\$7.50
New hires, experienced	\$8.00	\$14.00	\$10.00
3 yrs with firm	\$10.00	\$15.00	\$13.50

(Union employers tend to pay at high end.)

BENEFITS

(Out of 10 firms, 8 answered this question.)

Offered full time employees:

Medical insurance	75%
Dental insurance	38%
Vision insurance	13%
Paid vacation	38%
Paid sick leave	38%
Retirement plan	50%
Life insurance	25%

Offered part time employees (20 hrs/wk):

Medical insurance	13%
Dental insurance	0%
Vision insurance	0%
Paid vacation	0%
Paid sick leave	0%
Retire. plan, Optional retire. plan	0%
Life insurance	0%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Plumbing, heating, air conditioning firms; sheet metal companies; solar system companies; liquified petroleum gas dealers.

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	30%	Public/private school referrals	20%
In-house promotions/transfers	50%	Unsolicited applicants	20%
EDD	40%	Current employee referrals	60%
Private employment agencies	10%	Personal referrals	10%
Union hall referrals	0%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 637.261-014, Environmental Control Systems**

Physical Demands H23456

Skill Indicator 1

General Education Development R4 M3 L3

Aptitude G3 V3 N3 S2 P3 Q4 K3 F3 M3 E4 C5

Specific Vocational Preparation 4 - 10 years

OTHER INFORMATION**Career Ladder** may look like this: Mechanic helper; **heating, air, refrigeration mechanic**; leadperson; foreman, supervisor, salesman, branch manager.**Male**, 94% (46)**Female**, 6% (3)**Hours:****Full time, 92%** (avg 40 hrs/wk)**Part time, 6%** (avg 14 hrs/wk)**Temporary/On Call, 2%** (avg 20 hrs/wk)**Seasonal, 0%****Related DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

637.261-014 Heating & A/C Installer-Servicer

827.361-014 Refrigeration Mechanic

637.261-026 Refrigeration Mechanic

862.281-018 Oil Burner Servicer & Installer

637.261-030 Solar Energy System Installer

869.281-010 Furnace Installer & Repairer

For more information, see COG #32; OOH p. 352; GOE p. 165 (GOE Code 05.05.09)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

HOME HEALTH CARE WORKERS

1995 Survey

13 Employers Responded

Home Health Care Workers care for elderly, convalescent, or handicapped persons in the homes of their patients. They perform duties for patients such as changing bed linen, preparing meals, assisting in and out of bed, bathing, dressing, grooming, and assisting with medications that are self-administered. (OES 660110)

Other titles used by responding employers: Care giver, Certified Nursing Assistant, Homemaker, Certified Home Health Aide.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Many** (46%) responding employers sometimes and **some** (31%) usually accept training as a substitute for work experience; **some** (15%) state they always do while a **few** (8%) state they never do. Training desired includes Certified Home Health Aide, CNA Certification, Nursing Assistant, and on-the-job training.

Local or adjacent training availability: Amador High School ROP, Jackson; Certified Home Health Training School, Mokelumne Hill; Merced College, Merced; Modesto Junior College, Modesto; Sonora High School ROP, Sonora; Worldwide Educational Services, Modesto. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 8%

Previous work experience required: **Many** (38%) responding employers state they always require previous work experience while another 38% state they sometimes do; **some** (15%) state they usually do and a **few** (8%) never do. **Experience:** **Most** responding employers report that 3 to 12 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (All employers answered this question.)

Extremely important

Able to apply transferring techniques moving patients
Possess HHA Certificate
Certified to perform CPR
Write effectively
Able to lift 25 lbs repeatedly

Able to pass pre-employment medical exam
Possess valid driver's license
Possess reliable vehicle
Possess good public contact skills

Somewhat important

Able to prepare meals
Possess CNA certificate
Accept unpredictable work hours
Know how to deal with difficult people

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

New skills desired

Meet new health care standards
Physical therapy treatments (irrigation)
Rehabilitation training
Mobility skills for patient transfer

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Very large. (Projected size to 1998 is not available. In addition to number of employees represented in this summary, a large number of Home Health Aides are self-employed)

Annual proj. growth: Remain stable

Proj. new jobs: N/A

Openings due to separations: N/A

(Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult

Experienced: A little difficult

Survey indicates worker supply is somewhat larger than demand for qualified applicants; applicants may experience competition in job seeking. **Most** (54%) responding employers expect this occupation's employment to grow over the next 3 years, while **some** (31%) expect it to remain stable, and 15% expect it to decline. Responding employers reported 102 persons were hired in this occupation during the last 12 months: 49% from growth, 13% from promotions, 32% from persons leaving firms, and 6% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

293 Jobs Represented

HOME HEALTH CARE WORKERS**HOURLY WAGES (October 1995)****NON-UNION and UNION**

	Low	High	Median
New hires, no experience	\$4.50	\$8.00	\$6.60
New hires, experienced	\$5.00	\$9.00	\$7.46
3 yrs with firm	\$6.00	\$10.00	\$8.00

(Union employers tend to pay at high end.)

BENEFITS

(Out of 13 firms, 12 answered this question.)

Offered full time employees:

Medical insurance	100%
Dental insurance	83%
Vision insurance	50%
Paid vacation	75%
Paid sick leave	67%
Retirement plan	50%
Life insurance	50%
Child Care	17%

Offered part time employees (20 hrs/wk):

Medical insurance	25%
Dental insurance	17%
Vision insurance	8%
Paid vacation	17%
Paid sick leave	17%
Retirement plan	17%
Life insurance	8%
Child Care	0%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Health and allied services, residential care, skilled nursing care facilities, nursing and personal care

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	69%	Public/private school referrals	39%
In-house promotions/transfers	23%	Unsolicited applicants	31%
EDD	15%	Current employee referrals	54%
Private employment agencies	8%	State lists, TV	15%
Union hall referrals	0%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 079.224-010, Home Health Technician**

Physical Demands M456

Skill Indicator 2

General Education Development R4 M3 L4

Aptitude G3 V3 N4 S3 P3 Q4 K3 F3 M3 E4 C4

Specific Vocational Preparation 1 - 2 years

OTHER INFORMATION**Career Ladder** may look like this: Homemaker, home health care worker, assistant administrator, manager, certified nursing assistant, LVN, Registered Nurse.**Male**, 10% (28)**Female**, 90% (265)**Hours:****Full time, 59%** (avg 39 hrs/wk)**Part time, 30%** (avg 22 hrs/wk)**Temporary/On Call, 11%** (avg 17 hrs/wk)**Seasonal, 0%**Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

079.224-101 Home Health Technician

354.377-014 Home Attendant

For more information, see COG #461; OOH p. 322; GOE p. 423 (GOE Code 10.03.03)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

INSTRUCTIONAL AIDES

1995 Survey

19 Employers Responded

Instructional Aides work under the direct supervision of classroom teachers to assist the teacher in instructional tasks and activities involving games, sports, arts and crafts. They also do routine clerical tasks such as record keeping, maintaining classroom supplies, and operating office equipment. They may assist teachers with the instruction of mentally or physically handicapped pupils. (OES 315211)

Other titles used by responding employers: Assistant Teacher, Teacher Aide, Campus Supervisor/Child Care Aide.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (53%) responding employers sometimes and **some** (32%) usually accept training as a substitute for work experience; **some** (11%) state they always do, and a **few** (5%) state they never do. Training desired includes 6 to 12 units of early childhood education, certificate of proficiency, TA exam, on-the job training.

Local or adjacent training availability: Columbia College, Columbia; Sonora High School ROP, Sonora; Summerville High School ROP, Tuolumne. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 67% BA degree, 2%

Previous work experience required: **Many** (37%) responding employers state they sometimes require previous work experience while 26% state they usually do and another 26% state they never do; 11% state they always do.

Experience: **Most** responding employers report that 3 to 24 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 19 firms, 13 answered this question.)

Extremely important

Apply teaching techniques

Possess knowledge of early childhood development

Read orally effectively

Able to manage classroom

Perform record keeping accurately

Know a variety of computer applications

Understand variety of cultures

Able to handle crisis situations

Able to exercise patience

Able to administer emergency first-aid

Write effectively

Good with children

Somewhat important

Able to operate audiovisual equipment

Possess musical skills

Type at least 45 wpm

Able to pass pre-employment medical exam

New skills desired

Computer high-tech skills

Working with children with disabilities

Transferable skills desired

Read and follow instructions

Communicate effectively (speaking & listening)

Know basic math and write legibly

Able to solve problems and make decisions

Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Very large (625 - 710 by 1998)

Annual proj. growth: **Faster than average**, 2.3% **Proj. new jobs:** 85 **Openings due to separations:** 50 (Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult

Experienced: A little difficult

Survey indicates worker supply is somewhat larger than demand for qualified applicants; applicants may experience competition in job seeking. **Most** (74%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **some** (16%) expect it to decline, and 11% expect it to grow. Responding employers reported 60 persons were hired in this occupation during the last 12 months: 13% from growth, 17% from promotions, 25% from persons leaving firms, and 45% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

305 Jobs Represented

INSTRUCTIONAL AIDE**HOURLY WAGES (October 1995)**

	UNION			NON-UNION		
	Low	High	Median	Low	High	Median
New hires, no experience	\$6.49	\$9.13	\$7.41	\$5.75	\$9.25	\$6.37
New hires, experienced	\$6.49	\$9.13	\$7.52	\$5.75	\$9.25	\$6.45
3 yrs with firm	\$8.07	\$10.00	\$8.91	\$7.25	\$11.75	\$8.23

(Seventy-six percent employees represented are union members.)

BENEFITS

(Out of 19 firms, 13 answered this question.)

Offered full time employees:

Medical insurance	46%
Dental insurance	38%
Vision insurance	38%
Paid vacation	46%
Paid sick leave	46%
Retirement plan	23%
Life insurance	23%
Child care	15%
Income protection	7%

Offered part time employees (20 hrs/wk):

Medical insurance	62%
Dental insurance	62%
Vision insurance	62%
Paid vacation	77%
Paid sick leave	77%
Retirement plan	46%
Life insurance	23%
Child care	0%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Elementary and Secondary Schools (private and public), community colleges

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	95%	Public/private school referrals	11%
In-house promotions/transfers	68%	Unsolicited applicants	21%
EDD	5%	Current employee referrals	26%
Private employment agencies	0%	Instructors/students	5%
Union hall referrals	0%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 099.327-010, Teacher Aide I**

Physical Demands L456

Skill Indicator 2

General Education Development R4 M4 L4

Aptitude G3 V2 N3 S3 P3 Q2 K3 F3 M3 E5 C3

Specific Vocational Preparation 1 - 2 years

OTHER INFORMATION**Career Ladder** may look like this: **Instructional aide**, office clerk, school secretary, school librarian, teacher**Male**, 4% (12) **Female**, 96% (293)**Hours:** **Full time, 4%** (avg 39 hrs/wk)**Part time, 85%** (avg 14 hrs/wk)**Temporary/On Call, 11%** (avg 15 hrs/wk)**Seasonal, 0%**Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

099.327-010 Teacher Aide I

249.367-074 Teacher Aide II

219.467-010 Grading Clerk

For more information, see COG #502; OOH p. 289; GOE p. 432 (GOE Code 11.02.01)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

MEDICAL ASSISTANTS

1995 Survey

15 Employers Responded

Medical Assistants perform various duties under the direction of physicians in the examination and treatment of patients. They prepare treatment rooms, keep an inventory of supplies and instruments, and set up patients for attention of physician, handing instruments and materials to physician as directed. They may schedule appointments, keep medical records, or perform other clerical duties. (OES 660050)

Other titles used by responding employers: Chiropractic assistant, optometric assistant/receptionist, CNA, CMA, LVN, medical assistant/RN.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (73%) responding employers sometimes accept training as a substitute for work experience while **some** (27%) usually do. Training desired includes medical assistant vocational training and certification, clerical, and nursing assistant.

Local or adjacent training availability: Amador High School ROP, Jackson; Andon College, Modesto; Calaveras High School ROP, San Andreas; Columbia College, Columbia; Galen College, Modesto; Merced College, Merced; Valley Commercial College, Modesto. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 29%

Previous work experience required: **Most** (60%) responding employers state they usually require previous work experience while **some** (27%) state they sometimes do; **some** (13%) state they always do.

Experience: **Most** responding employers report that 6 to 12 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (All employers answered this question.)

Extremely important

Able to administer injections
Apply sterilization techniques
Understand inventory techniques
Able to handle crises situations
Know a variety of computer applications

Somewhat important

Able to complete medical insurance forms

Able to follow billing procedures
Able to use word processing software
Answer telephone effectively
Write effectively
Know medical terminology

Somewhat not important

Able to transcribe medical records and reports
Able to administer EKG test
Able to draw blood
Possess a medical assistant certificate
Type at least 45 wpm

New skills desired

Computer skills
Phlebotomy
Administer EKG test
Familiarity with pharmaceuticals

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Medium (60 - 65 by 1998)

Annual proj. growth: **Slower than average**, 1.4% **Proj. new jobs:** 5 **Openings due to separations:** 5
(Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult **Experienced:** Somewhat difficult

Survey indicates employer demand is somewhat greater than supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. **Most** (67%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **some** (33%) expect it to grow. Responding employers reported 14 persons were hired in this occupation during the last 12 months: 29% from growth, 64% from persons leaving firms, and 7% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

58 Jobs Represented

MEDICAL ASSISTANTS**HOURLY WAGES (October 1995)**

	Low	High	Median
New hires, no experience	\$5.00	\$8.50	\$6.50
New hires, experienced	\$6.00	\$9.00	\$7.50
3 yrs with firm	\$7.50	\$10.00	\$9.00

BENEFITS**Offered full time employees:** (All employers answered this question.)

Medical insurance	47%	Paid sick leave	53%
Dental insurance	7%	Retirement plan	33%
Vision insurance	20%	Life insurance	7%
Paid vacation	87%	Child care	0%
Chiropractic care	14%	SEP, Bonus	14%

(Benefits are not paid to part time employees.)

MAJOR EMPLOYING INDUSTRIES (In survey area)

Offices of physicians, optometrists, health practitioners, chiropractic offices, outpatient care facilities

RECRUITMENT PRACTICES USED

(Out of 15 firms, 14 answered this question.)

Newspaper ads	86%	Public/private school referrals	21%
In-house promotions/transfers	14%	Unsolicited applicants	28%
EDD	21%	Current employee referrals	43%
Private employment agencies	0%	Student Work Experience	7%

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 079.367-010, Medical Assistant**

Physical Demands L45

General Education Development R4 M4 L4

Specific Vocational Preparation 1 - 2 years

Skill Indicator 2

Aptitude G3 V3 N4 S4 P4 Q3 K3 F3 M3 E5 C5

OTHER INFORMATION**Career Ladder** may look like this: Receptionist/secretary, **medical assistant**, medical/laboratory office technician, back office administrator, supervisor, office manager.**Male**, 0% (0)**Female**, 100% (58)**Hours:****Full time, 76%** (avg 39 hrs/wk)**Part time, 16%** (avg 21 hrs/wk)**Temporary/On Call, 9%** (avg 16 hrs/wk)**Seasonal, 0%**Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

079.362-010 Medical Assistant

079.374-018 Podiatric Assistant

079.364-010 Chiropractor Assistant

For more information, see COG #513; OOH p. 310; GOE p. 420 (GOE Code 10.03.02)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

PARALEGAL PERSONNEL

1995 Survey

6 Employers Responded

Paralegal Personnel assist lawyers by doing research in the preparation of lawsuits and/or legal documents as a career professional, usually having either a four-year college degree or a degree from an institute specializing in the paralegal profession. They may gather research data for use as evidence to formulate defense or to initiate legal action. (OES 283050)

Other titles used by responding employers: Legal assistant, office manager.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (67%) responding employers sometimes and **some** (17%) usually accept training as a substitute for work experience; **some** (17%) state they never do. Training desired includes college courses in legal secretary and paralegal.

Local or adjacent training availability: Columbia College, Columbia; Honolulu School of Paralegal Studies, Modesto; Merced College, Merced; Worldwide Educational Services, Modesto. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 67% AA degree, 33%
Although no employees were hired in this occupation during the last 12 months, employers responded that their present employees have these levels of education.

Previous work experience required: **Most** (67%) responding employers state they sometimes require previous work experience while some (33%) state they always do.

Experience: **Most** responding employers report that 9 to 24 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 6 firms, 5 answered this question.)

Extremely important

Keep accurate records
Understand legal terms
Able to work under pressure

Write effectively

Able to read and comprehend information quickly
Know computer applications: word processing, spreadsheets, accounting

Somewhat important

Understand court proceedings
Able to do investigative research

Somewhat not important

Possess Certified Legal Assistant Certificate
Possess a law degree

New skills desired

Advanced computer skills
CD ROM

Transferable skills desired

Read & follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems & make decisions
Work independently

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Small (EDD Projections to 1998 are not available.)

Annual proj. growth: Remain stable

Proj. new jobs: N/A

Openings due to separations: N/A (Avg

annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult

Experienced: A little difficult

Survey indicates worker supply is somewhat larger than demand for qualified experienced applicants and applicants may experience competition in job seeking. However, employer demand is somewhat greater than supply of qualified inexperienced applicants. Employers may have some difficulty finding qualified inexperienced applicants at times.

Most (83%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **some** (17%) expect it to decline. Responding employers reported no persons were hired in this occupation during the last 12 months.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

6 Jobs Represented**PARALEGAL PERSONNEL****HOURLY WAGES (October 1995)**

	Low	High	Median
New hires, no experience	\$6.00	\$12.00	\$8.50
New hires, experienced	\$6.25	\$13.00	\$10.00
3 yrs with firm	\$8.25	\$14.50	\$12.00

BENEFITS

(Out of 6 firms, 4 answered this question.)

Offered full time employees:

Medical insurance	25%
Dental insurance	0%
Vision insurance	0%
Paid vacation	75%
Paid sick leave	50%
Retirement plan	0%
Life insurance	0%
Child care	0%

Offered part time employees (20 hrs/wks):

Medical insurance	0%
Dental insurance	0%
Vision insurance	0%
Paid vacation	25%
Paid sick leave	25%
Retirement plan	0%
Life insurance	0%
Child care	0%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Attorneys, legal services

RECRUITMENT PRACTICES USED

(Out of 6 firms, 4 answered this question.)

Newspaper ads	25%	Public/private school referrals	0%
In-house promotions/transfers	0%	Unsolicited applicants	0%
EDD	0%	Current employee referrals	25%
Private employment agencies	50%	Word-of-mouth	50%

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 119.267-026, Paralegal**

Physical Demands S

Skill Indicator 1

General Education Development R5 M2 L5

Aptitude G2 V1 N3 S4 P4 Q3 K4 F4 M4 E5 C5

Specific Vocational Preparation 2 - 4 years

OTHER INFORMATION**Career Ladder** may look like this: Secretary, legal secretary, **paralegal personnel**, lawyer.**Male**, 17% (1)**Female**, 83% (5)**Hours:****Full time, 50%** (avg 38 hrs/wk)**Part time, 50%** (avg 19 hrs/wk)**Temporary/On Call, 0%****Seasonal, 0%**Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

119.267-022 Legal Investigator

119.267-026 Paralegal

For more information, see COG #464; OOH p. 231; GOE p. 445 (GOE Code 11.04.02)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

PRSNL/TRNG/LABOR RELATIONS MGRS

1995 Survey 18 Employers Responded

Personnel, Training, and Labor Relations Managers plan, organize, direct, control, or coordinate the personnel, training or labor relations activities of an organization. Their work involves establishing employer-relation policies; directing the selection, training, and evaluation of employees; administering benefits, safety, and recreation programs; developing wage and salary schedules; coordinating bargaining activities; and advising on labor contract administration. (OES 130050)

Other titles used by responding employers: Director of Human Resources, Director of Training, Staff Services Manager/Labor Relations Analyst, Personnel Manager/Analyst, Administrative, Manager, Program Director.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Many** (50%) responding employers sometimes and **some** (22%) usually accept training as a substitute for work experience; **some** (28%) state they never do. Training desired includes Bachelor Degree in management, personnel, or business administration; executive secretary and on-the-job training.

Local or adjacent training availability: Columbia College, Columbia; Computer Tutor, Modesto; Merced College, Merced; Valley Commercial College, Modesto; Worldwide Educational Services, Modesto. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100%; Some college, 43%; AA degree, 29%; BA degree (29%)

Previous work experience required: **Most** (78%) responding employers state they always require previous work experience while **some** (22%) state they usually do.

Experience: **Most** responding employers report that 12 to 60 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 18 firms, 17 answered this question.)

Extremely important

Write job specifications
Possess office management skills
Manage an activity or department
Plan and organize work of others
Conduct performance appraisals
Know personnel classification procedures
Able to hire and assign personnel
Possess personnel recruiting skills

Able to write effectively and legibly
Know computer applications; word processing, spreadsheet, database, E-mail
Possess negotiation skills
Understand labor relations practices
Possess personnel interviewing skills
Understand employee benefit programs
Possess leadership skills
Able to motivate others

Somewhat important

Possess business math skills
Understand collective bargaining process
Willing to work nights, weekends, holidays
Willing to travel

New skills desired

Team leadership
State of the art computer skills
Knowledge of new legislation

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Able to solve problems and make decisions
Work independently and/or with close supervision
Able to work under pressure

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Small (35 - 35 by 1998)

Annual proj. growth: **Remain stable**

Proj. new jobs: 0

Openings due to separations: 5

(Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult

Experienced: A little difficult

Survey indicates employer demand is somewhat greater than supply of inexperienced qualified applicants. Employers may have some difficulty finding qualified applicants at times. Worker supply is somewhat larger than demand for qualified experienced applicants. Experienced applicants may experience competition in job seeking. **Most** (94%) responding employers expect this occupation's employment to remain stable over the next 3 years, while a **few** (6%) expect it to grow. Responding employers reported 7 persons were hired in this occupation during the last 12 months: 14% from growth, 14% from promotions, 71% from persons leaving firms.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

32 Jobs Represented

PERSONNEL/TRNG/LABOR RELATIONS MGRS**HOURLY WAGES (October 1995)****NON-UNION and UNION**

	Low	High	Median
New hires, no experience	\$5.00	\$13.00	\$9.03
New hires, experienced	\$6.00	\$23.75	\$15.89
3 yrs with firm	\$7.00	\$27.75	\$18.73

(Union employers tend to pay at high end.)

BENEFITS

(Out of 18 firms, 17 answered this question.)

Offered full time employees:

Medical insurance	94%	Paid sick leave	82%
Dental insurance	94%	Retirement plan	94%
Vision insurance	88%	Life insurance	88%
Paid vacation	94%	Child care	6%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Manufacturing firms, county government offices, large retail stores, hospitals, prisons, large title companies

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	56%	Public/private school referrals	6%
In-house promotions/transfers	67%	Unsolicited applicants	17%
EDD	11%	Current employee referrals	44%
Private employment agencies	0%	Civil Service List	6%
Union hall referrals	0%	Trade journals	6%
Previous applicants	6%	State promotion employment list	6%

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 166.117-018, Manager-Personnel**

Physical Demands S5	Skill Indicator 1
General Education Development R5 M5 L5	Aptitude G1 V1 N2 S3 P3 Q3 K4 F4 M4 E5 C5
Specific Vocational Preparation 4 - 10 years	

OTHER INFORMATION**Career Ladder** may look like this: Personnel clerk; supervisor; assistant manager; **personnel, training, and labor relations manager**; manager.**Male**, 25% (8) **Female**, 75% (24)

Hours: **Full time, 100%** (avg 40 hrs/wk) **Part time, 0%**
 Temp/On Call, 0% **Seasonal, 0%**

Related DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes

166.117-101 Director, Industrial Relations	166.167-026 Manager, Education and Training
166.117-018 Manager, Personnel	166.167-030 Manager, Employment

For more information, see COG #N/A; OOH p. 59; GOE p. 452 (GOE Code 11.05.02)

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

PHARMACY TECHNICIANS

1995 Survey

16 Employers Responded

Pharmacy Technicians fill orders for unit doses and prepackaged pharmaceuticals and perform other related duties under the supervision and direction of a pharmacy supervisor or staff pharmacist. Their duties include keeping records of drugs delivered to the pharmacy, storing incoming merchandise in proper locations, and informing the supervisor of stock needs and shortages. They may clean equipment used in the performance of duties and assist in the care and maintenance of equipment and supplies. (OES 325181)

Other titles used by responding employers: None reported.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (63%) responding employers sometimes and **some** (19%) usually accept training as a substitute for work experience; **some** (13%) state they always do, while a **few** (6%) state they never do. Training desired includes pharmacy technician training course, pharmacy tech license and certificate, and on-the-job training.

Local or adjacent training availability: None available except on-the-job training.

Education of recent hires: High school grad/equiv, 100% Some college, 27% AA degree, 9%

Previous work experience required: **Many** (38%) responding employers state they always require previous work experience while 25% state they sometimes do; **some** (25%) state they usually do and 13% never do.

Experience: **Most** responding employers report that 3 to 14 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (All employers answered this question.)

Extremely important

Pay attention to detail
Accurately record and report information
Complete and explain insurance forms
Measure/calculate using metrics
Write effectively and legibly

Knowledge of a variety of computer applications,
including word processing and Rx database
Follow gov't regulations & reporting requirements
Type at least 30 wpm
Possess public contact skills

Somewhat important

Calculate weights and measurements

Somewhat not important

Know chemical compounds
Able to apply sterilization techniques

New skills desired

Advanced computer skills
Prescription filling
Changes in insurance billing
Aseptic technique

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Work under pressure
Able to solve problems and make decisions
Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Small (Estimate 30 - 40 by 1998)

Annual proj. growth: **Remain stable**

Proj. new jobs: N/A

Openings due to separations: N/A (Avg

annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult

Experienced: Somewhat difficult

Survey indicates worker supply is somewhat larger than demand for qualified inexperienced applicants. Inexperienced applicants may experience competition in job seeking. Employer demand is somewhat greater than the supply of experienced applicants. Employers may have some difficulty finding qualified experienced applicants at times. **Most** (63%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **many** (38%) expect it to grow. Responding employers reported 11 persons were hired in this occupation during the last 12 months: 36% from growth, 0% from promotions, 64% from persons leaving firms.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

38 Jobs Represented**PHARMACY TECHNICIANS****HOURLY WAGES (October 1995)**

	NON-UNION			UNION		
	Low	High	Median	Low	High	Median
New hires, no experience	\$5.50	\$8.00	\$7.25	\$6.25	\$9.00	\$8.00
New hires, experienced	\$6.50	\$10.25	\$8.75	\$6.00	\$10.00	\$7.88
3 yrs with firm	\$8.00	\$12.25	\$11.50	\$9.95	\$12.00	\$10.75

(Twenty-six percent employees represented are union members.)

BENEFITS

(Out of 16 firms, 13 answered this question.)

Offered full time employees:

Medical insurance	85%
Dental insurance	69%
Vision insurance	62%
Paid vacation	85%
Paid sick leave	54%
Retirement plan	54%
Life insurance	54%
Child care	0%

Offered part time employees (20 hrs/wk):

Medical insurance	15%
Dental insurance	15%
Vision insurance	15%
Paid vacation	15%
Paid sick leave	15%
Retirement plan	15%
Life insurance	15%
Child care	0%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Drug stores, pharmacies, hospitals

RECRUITMENT PRACTICES USED

(Out of 16 firms, 15 answered this question.)

Newspaper ads	60%	Public/private school referrals	7%
In-house promotions/transfers	40%	Unsolicited applicants	27%
EDD	0%	Current employee referrals	47%
Private employment agencies	7%	Word-of-mouth	27%
Union hall referrals	0%	Mother Lode Job Training	13%

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 074.381-010, Pharmacy Assistant**

Physical Demands L46

General Education Development R4 M4 L3

Specific Vocational Preparation 1 - 2 years

Skill Indicator 2

Aptitude G2 V2 N3 S4 P3 Q4 K3 F3 M4 E5 C3

OTHER INFORMATION

Career Ladder may look like this: Pharmacy sales clerk, **pharmacy technician**, registered pharmacy technician, pharmacist.

Male, 5% (2)

Female, 95% (36)

Hours:

Full time, 63% (avg 39 hrs/wk)

Part time, 37% (avg 25 hrs/wk)

Temp/On Call, 0%

Seasonal, 0%

Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

074.382-010 Pharmacy Technician

355-374-014 Certified Medication Technician

For more information, see COG #456; OOH p. 460; GOE p. 194 (GOE Code 02.04.01)

PHYSICAL THERAPY AIDES

1995 Survey

9 Employers Responded

Physical Therapy Aides prepare patients and treatment area for physical therapy treatments and assist Physical Therapists with treatments such as gait training, hydrotherapy, and exercise programs. They transport patients to and from treatment area and assemble and maintain equipment and supplies. They may perform routine clerical and related tasks. They work under continuous on-site supervision of a licensed/registered Physical Therapist. (OES 660172)

Other titles used by responding employers: Chiropractic Assistant, Physical Therapy Aide/Clerical.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (56%) responding employers usually accept training as a substitute for work experience while **many** (44%) state they sometimes do. Training desired includes knowledge of CPR and first aid, massage certificate, certified nursing assistant, vocational education, and on-the-job training.

Local or adjacent training availability: None available except on-the-job training.

Education of recent hires: High school grad/equiv, 100% Some college, 45% BA degree, 9%

Previous work experience required: **Many** (44%) responding employers state they sometimes require previous work experience while another 44% state they usually do and **some** (11%) state they never do.

Experience: **Most** responding employers report that 3 to 12 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (All employers answered this question.)

Extremely important

Know anatomy

Apply transferring techniques moving patients

Detect complications in patients

Write effectively and legibly

Pass a pre-employment medical exam

Somewhat important

Know physiology

Possess general clerical skills

Possess massage skills

Know geriatrics

Know how to provide orthopedic care

Know sports medicine

Able to take vital signs

Know word processing

Somewhat not important

Understand cardio-pulmonary diseases

Know pediatrics

Type 45 wpm

Know neurology

Enrolled in physical therapist assistant training program

New skills desired

Computer literacy

New technology

Transferable skills desired

Read and follow instructions

Communicate effectively (speaking & listening)

Write legibly

Able to solve problems and make decisions

Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Small (40 - 45 by 1998) These projections are combined with physical therapy assistant.

Annual proj. growth: **Faster than average**, 2.1% **Proj. new jobs:** 5 **Openings due to separations:** 0 (Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult

Experienced: Somewhat difficult

Survey indicates employer demand is somewhat greater than supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. **Most** (56%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **many** (44%) expect it to grow. Responding employers reported 11 persons were hired in this occupation during the last 12 months: 45% from growth, and 55% from persons leaving firms.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

29 Jobs Represented

PHYSICAL THERAPY AIDES

HOURLY WAGES (October 1995)

NON-UNION and UNION

	Low	High	Median
New hires, no experience	\$5.00	\$8.25	\$6.00
New hires, experienced	\$7.00	\$8.25	\$7.25
3 yrs with firm	\$7.50	\$10.00	\$9.00

(Union employers tend to pay at high end.)

BENEFITS

(Out of 9 firms, 7 answered this question.)

Offered full time employees:

Medical insurance	71%
Dental insurance	43%
Vision insurance	29%
Paid vacation	86%
Paid sick leave	71%
Retirement plan	29%
Life insurance	0%
Child care	0%

Offered part time employees (20 hrs/wk):

Medical insurance	0%
Dental insurance	0%
Vision insurance	0%
Paid vacation	43%
Paid sick leave	43%
Retirement plan	14%
Life insurance	0%
Child care	0%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Physical therapy centers and offices, hospitals, chiropractic offices, health practitioners, physical fitness facilities

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	44%	Public/private school referrals	22%
In-house promotions/transfers	22%	Unsolicited applicants	22%
EDD	11%	Current employee referrals	78%
Private employment agencies	11%	Word-of-mouth	11%
Union-hall referrals	0%	County job announcements	11%

WORKER QUALIFICATION PROFILE (See Appendix.)

DOT 355.354-010, Physical Therapy Aide

Physical Demands M3456

Skill Indicator 2

General Education Development R3 M2 L3

Aptitude G3 V3 N4 S4 P4 Q4 K3 F3 M3 E4 C4

Specific Vocational Preparation 3 - 6 months

OTHER INFORMATION

Career Ladder may look like this: Medical clerical, physical therapy aide, physical therapy assistant, office manager.

Male, 17% (5)

Female, 83% (24)

Hours:

Full time, 55% (avg 40 hrs/wk)

Part time, 41% (avg 21 hrs/wk)

Temporary/On Call, 3% (avg 16 hrs/wk)

Seasonal, 0%

Related DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes: None listed

For more information, see COG #451; OOH p. 460; GOE p. 421 (GOE Code 10.03.02).

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

PHYSICAL THERAPY ASSISTANTS

1995 Survey

5 Employers Responded

Physical Therapy Assistants administer and assist with physical therapy treatments as planned and directed by a Physical Therapist. They administer treatments such as exercise, gait training, massage, whirlpool, and hot packs. They instruct, motivate, and assist patients with learning and improving functional activities. They may record patient treatments and maintain patient records. (OES 660171)

Other titles used by responding employers: Chiropractic Assistant

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Some** (20%) responding employers always accept training as a substitute for work experience while many (40%) state they sometimes do and another 40% usually do. Training desired includes Physical Therapist Assistant Certificate and License, vocational education, and on-the-job training.

Local or adjacent training availability: None in survey area except on-the-job training.

Education of recent hires: High school grad/equiv, 100% AA degree, 100%

Previous work experience required: **Most** (60%) responding employers state they sometimes require previous work experience while **many** (40%) state they usually do.

Experience: **Most** responding employers report that 3 to 12 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (All employers answered this question.)

Extremely important

Know physiology
Know anatomy
Able to pass a pre-employment medical exam

Somewhat important

Know neurology
Understand cardio-pulmonary diseases
Know geriatrics
Know how to provide orthopedic care
Know pathology
Know pediatrics
Know sports medicine
Able to apply transferring techniques moving patients
Write effectively

Not Important

Type 45 wpm

New skills desired

Word processing
Patient management skills
Mobilization and myofosca release

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Small (Projected size by 1998 not available.)

Annual proj. growth: **Remain stable**

Proj. new jobs: N/A

Openings due to separations: N/A (Avg

annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult

Experienced: A little difficult

Survey indicates worker supply is somewhat larger than demand for qualified applicants; applicants may experience competition in job seeking. **Most** (80%) responding employers expect this occupation's employment to grow over the next 3 years, while **some** (20%) expect it to remain stable. Responding employers reported 2 persons were hired in this occupation during the last 12 months: 50% from growth and 50% from persons leaving firms.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

Jobs Represented**PHYSICAL THERAPY ASSISTANTS****HOURLY WAGES (October 1995)**

	Low	High	Median
New hires, no experience	\$6.00	\$20.00	\$9.00
New hires, experienced	\$7.00	\$22.00	\$11.00
3 yrs with firm	\$10.00	\$22.00	\$13.00

BENEFITS

Offered full time employees: (All employers answered this question.)

Medical insurance	80%	Paid sick leave	60%
Dental insurance	60%	Retirement plan	80%
Vision insurance	60%	Life insurance	40%
Paid vacation	100%	Child care	20%

(Benefits are not paid to part time employees.)

MAJOR EMPLOYING INDUSTRIES (In survey area)

Physical therapy centers and offices, hospitals, chiropractic offices, health practitioners, physical fitness facilities

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	100%	Public/private school referrals	80%
In-house promotions/transfers	0%	Unsolicited applicants	20%
EDD	20%	Current employee referrals	60%
Private employment agencies	20%	Active solicitation	20%

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 076.224-010, Physical Therapy Assistant**

Physical Demands M3456

Skill Indicator 2

General Education Development R4 M3 L4

Aptitude G2 V2 N3 S3 P3 Q3 K2 F2 M2 E3 C4

Specific Vocational Preparation 1 - 2 years

OTHER INFORMATION

Career Ladder may look like this: Physical therapy aide, **physical therapy assistant, office manager.**

Male, 14% (1)

Female, 86% (6)

Hours:

Full time, 71% (avg 40 hrs/wk)

Part time, 29% (avg 23 hrs/wk)

Temporary/On Call, 0%

Seasonal, 0%

Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

None listed

For more information, see COG #451; OOH p. 460; GOE p. 412 (GOE Code 10.03.02).

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

RADIOLOGIC TECHNOLOGISTS

1995 Survey

7 Employers Responded

Diagnostic Radiologic Technologists safely use x-ray equipment, including CT scanners, to demonstrate designated portions of the human body on x-ray films or fluoroscopic screens for diagnostic purposes. They are also known as Radiographers. (OES 329210)

Other titles used by responding employers: Diagnostic Imaging Technologist, American Registered Radiologic Technologist.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (57%) responding employers never accept training as a substitute for work experience while **some** (29%) state they sometimes do and 14% usually do. Training desired includes licensed radiologic technologist - A.R.R.T.; radiology, mammography ultrasound certificate.

Local or adjacent training availability: Consumnes River College, Placerville; Merced College, Merced. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% AA degree, 88%

Previous work experience required: **Most** (57%) responding employers state they usually require previous work experience while **some** (29%) state they always do, and 14% state they never do.

Experience: **Most** responding employers report that 9 to 24 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 7 employers, 5 answered this question.)

Extremely important

Able to use film developing equipment
Possess recordkeeping skills
Able to stand continuously for 2+ hours
Possess public contact skills

Follow safe equipment operating practices
Able to work under pressure
Able to apply transferring techniques moving patients
Know medical terminology

Somewhat important

Follow fluoroscopic imaging procedures
Administer magnetic resonance imaging
Word processing and basic computer knowledge
Write effectively

Somewhat not important

Possess ultrasound scanning skills
Possess CT scanning skills
Able to take vital signs
Registered with ARRT

New skills desired

Computer Skills

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Small (25 - 30 by 1998)

Annual proj. growth: **Faster than average**, 3.3% **Proj. new jobs:** 5 **Openings due to separations:** 5 (Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult **Experienced:** A little difficult

Survey indicates worker supply is somewhat larger than demand for qualified applicants; applicants may experience competition in job seeking. **Most** (57%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **some** (29%) expect it to grow, and 14% expect it to decline. Responding employers reported 8 persons were hired in this occupation during the last 12 months: 13% from growth, 38% from promotions, 50% from persons leaving firms.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

36 Jobs Represented**RADIOLOGIC TECHNOLOGISTS****HOURLY WAGES (October 1995)**

	UNION			NON-UNION		
	Low	High	Median	Low	High	Median
New hires, no experience	\$15.00	\$15.00	\$15.00	\$6.50	\$12.75	\$10.37
New hires, experienced	\$16.35	\$17.00	\$16.68	\$7.00	\$14.25	\$11.83
3 yrs with firm	\$19.25	\$20.00	\$19.63	\$8.50	\$16.00	\$13.07

(Fifty-six percent employees represented are union members.)

BENEFITS

(All employers answered this question.)

Offered full time employees:

Medical insurance	100%
Dental insurance	86%
Vision insurance	57%
Paid vacation	100%
Paid sick leave	100%
Retirement plan	86%
Life insurance	71%
Child care	0%

Offered part time employees (20 hrs/wk):

Medical insurance	57%
Dental insurance	43%
Vision insurance	43%
Paid vacation	57%
Paid sick leave	57%
Retirement plan	43%
Life insurance	43%
Child care	0%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Hospitals, offices and clinics of doctors of medicine and dentists

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	71%	Public/private school referrals	0%
In-house promotions/transfers	43%	Unsolicited applicants	29%
EDD	0%	Current employee referrals	57%
Private employment agencies	0%	Friends or family	14%
Union hall referrals	0%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 078.362-026, Radiologic Technologists**

Physical Demands M456

General Education Development R5 M4 L5

Specific Vocational Preparation 1 - 2 years

Skill Indicator 2

Aptitude G2 V3 N3 S3 P3 Q3 K3 F3 M3 E4 C4

OTHER INFORMATION

Career Ladder may look like this: **Radiologic Technician I**, Radiologic Technician II & III, Chief Radiologist, Office Manager.

Male, 22% (8)

Female, 78% (28)

Hours:

Full time, 50% (avg 41 hrs/wk)

Part time, 25% (avg 25 hrs/wk)

Temporary/On Call, 22% (avg 17 hrs/wk)

Seasonal, 3% (avg 10 hrs/wk)

Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

078.162-010 Radiologic Technologist, Chief

078.362-026 Radiologic Technologist

For more information, see COG N/A; OOH p. 214; GOE p. 413 (GOE Code 10.02.02).

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

SEPTIC TANK/SEWER PIPE SERVICERS

1995 Survey

5 Employers Responded

Septic Tank Servicers and Sewer Pipe Cleaners clean and repair septic tanks, sewerlines, and/or drains. They may patch walls and partitions of tank, replace damaged drain tile, and/or repair breaks in underground piping. (OES 875110)

Other titles used by responding employers: Sanitation Engineer, Septic caller, Serviceman/Plumber/Pumper, Backhoe operator/laborer.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Many** (40%) responding employers sometimes accept training as a substitute for work experience and another 40% usually do; **some** (20%) state they never do. Training desired includes vocational education and/or on-site training.

Local or adjacent training availability: None available except on-the-job training.

Education of recent hires: High school grad/equiv, 100% Some college, 40%

Previous work experience required: **Most** (60%) responding employers state they usually require previous work experience while **many** (40%) state they sometimes do.

Experience: **Most** responding employers report that 6 to 24 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (All employers answered this question.)

Extremely important

Use hands & handtools skillfully
to install or repair structural parts
Work outdoors in all kinds of weather

Work under pressure
Possess valid Class A and B driver's licenses

Somewhat important

Use basic math
Understand and use blueprints, sketches, drawings
Able to work to precise measurements
Frequent lifting/carrying objects weighing up to 50 lbs.

Somewhat not important

Provide own hand tools

New skills desired

None were stated

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Small (Projections to 1998 not available)

Annual proj. growth: **Remain stable**

Proj. new jobs: N/A

Openings due to separations: N/A (Avg

annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: Somewhat difficult

Experienced: Somewhat difficult

Survey indicates employer demand is somewhat greater than supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. **Most** (60%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **some** (20%) expect it to grow, and 20% expect it to decline. Responding employers reported 10 persons were hired in this occupation during the last 12 months: 20% from growth, 0% from promotions, 70% from persons leaving firms, and 10% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

4. Jobs Represented**SEPTIC TANK & SEWER PIPE SERVICERS****HOURLY WAGES (October 1995)**

	Low	High	Median
New hires, no experience	\$5.00	\$10.00	\$8.00
New hires, experienced	\$5.00	\$12.00	\$10.00
3 yrs with firm	\$12.00	\$20.00	\$13.00

BENEFITS

(Out of 5 firms, one answered this question.)

Offered full time employees:

Medical insurance	100%
Dental insurance	0%
Vision insurance	0%
Paid vacation	100%
Paid sick leave	100%
Retirement plan	0%
Life insurance	0%
Child care	0%

Offered part time employees (20 hrs/wk):

Medical insurance	100%
Dental insurance	0%
Vision insurance	0%
Paid vacation	0%
Paid sick leave	0%
Retirement plan	0%
Life insurance	100%
Child care	0%

MAJOR EMPLOYING INDUSTRIES (In survey area)

Septic tank cleaning services, sewer construction-general contractors

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	0%	Public/private school referrals	0%
In-house promotions/transfers	20%	Unsolicited applicants	20%
EDD	0%	Current employee referrals	60%
Private employment agencies	0%	Word-of-mouth	40%

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 869.664-018, Sewer Line Repairer**

Physical Demands H2346

Skill Indicator 2

General Education Development R3 M2 L2

Aptitude G3 V3 N3 S2 P3 Q4 K3 F3 M3 E4 C4

Specific Vocational Preparation 1 - 2 years

OTHER INFORMATION

Career Ladder may look like this: Laborer, back-hoe operator, **Septic tank and sewer pipe servicer**, plumber/pipefitter, manager, self-employed contractor.

Male, 93% (13)**Female**, 7% (1)**Hours:****Full time, 29%** (avg 40 hrs/wk)**Part time, 50%** (avg 30 hrs/wk)**Temporary/On Call, 0%****Seasonal, 21%** (avg 38 hrs/wk)**Related DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

869.664-018 Sewer-line Repairer

899.664-014 Sewer-pipe Cleaner

For more information, see COG N/A; OOH p. N/A ; GOE p. 232 (GOE Code 05.12.12).

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

TRUCK DRIVERS, LIGHT

1995 Survey

15 Employers Responded

Light Truck Drivers, including Delivery and Route Workers, drive vehicles with a capacity under 3 tons. They deliver or pick up merchandise and may load and unload trucks. Does not include workers whose duties include sales. (OES 971050)

Other titles used by responding employers: Delivery/warehouse, service person, delivery driver, tow truck driver, yard person/driver, lumber delivery driver.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Many** (47%) responding employers sometimes and **many** (40%) usually accept training as a substitute for work experience; a **few** (7%) state they always do and 7% state they never do. Training desired includes vocational truck driving, on-site training, forklift certificate, and Class B driver's license.

Local or adjacent training availability: Merced College, Merced; Western Pacific Truck School, Stockton. For more information, see the Mother Lode Consortium Vocational Training Directory 1995.

Education of recent hires: High school grad/equiv, 100% Some college, 2%

Previous work experience required: **Many** (40%) responding employers state they usually require previous work experience while **some** (20%) sometimes do and **many** (40%) state they never do.

Experience: **Most** responding employers report that 3 to 24 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (All employers answered this question.)

Extremely important

Load and unload freight
Read invoices
Possess record keeping skills
Possess map reading skills
Know local streets and roads

Possess valid Class A and B driver's licenses
Able to lift at least 75 lbs repeatedly
Clean driving record
Excellent customer service skills

Somewhat important

Operate a forklift
Pass a pre-employment medical exam
General computer skills

Transferable skills desired

Read and follow instructions
Communicate effectively (speaking & listening)
Know basic math and write legibly
Able to solve problems and make decisions
Work independently and/or with close supervision

New skills desired

Computer skills
More safety background

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Very large (255 - 285 by 1998)

Annual proj. growth: Average, 2%

Proj. new jobs: 30

Openings due to separations: 5

(Avg annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult

Experienced: A little difficult

Survey indicates worker supply is somewhat larger than demand for qualified applicants; applicants may experience competition in job seeking. **Most** (60%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **some** (33%) expect it to grow, and a **few** (7%) expect it to decline. Responding employers reported 48 persons were hired in this occupation during the last 12 months: 13% from growth, 2% from promotions, 73% from persons leaving firms, and 13% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

27 Jobs Represented**TRUCK DRIVERS, LIGHT****HOURLY WAGES (October 1995)****NON-UNION and UNION**

	Low	High	Median
New hires, no experience	\$4.75	\$12.50	\$6.00
New hires, experienced	\$5.00	\$12.50	\$7.00
3 yrs with firm	\$5.50	\$19.00	\$9.00

(Union employers tend to pay at high end.)

BENEFITS**Offered full time employees:** (Out of 15 firms, 11 answered this question.)

Medical insurance	82%	Paid sick leave	55%
Dental insurance	73%	Retirement plan	36%
Vision insurance	36%	Life insurance	36%
Paid vacation	73%	Profit share/Stock option plan	18%
Child care	0%		

(Benefits are not paid to part time employees.)

MAJOR EMPLOYING INDUSTRIES (In survey area)

Groceries and related products, lumber and building materials, furniture stores, liquified petroleum gas dealers, towing companies, flower shops, delivery/courier services, hardware/plumbing/heating suppliers

RECRUITMENT PRACTICES USED

(Out of 15 firms, 14 answered this question.)

Newspaper ads	43%	Public/private school referrals	14%
In-house promotions/transfers	14%	Unsolicited applicants	21%
EDD	7%	Current employee referrals	50%
Private employment agencies	7%	Word-of-mouth	28%
Union hall referrals	0%	Applications on hand	7%

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 906.683-022, Truck Driver, Light**

Physical Demands M346	Skill Indicator 2
General Education Development R3 M2 L2	Aptitude G3 V4 N4 S3 P4 Q5 K3 F4 M3 E3 C4
Specific Vocational Preparation 1 - 3 months	

OTHER INFORMATION**Career Ladder** may look like this: Yard or warehouse worker, **truck driver-light**, truck driver-heavy, Class B driver, inside sales, supervisor or foreman, manager, owner-operator.**Male**, 91% (88)**Female**, 9% (9)**Hours:****Full time, 90%** (avg 40 hrs/wk)**Part time, 5%** (avg 21 hrs/wk)**Temporary/On Call, 3%** (avg 10 hrs/wk)**Seasonal, 2%** (avg 35 hrs/wk)**Related DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

906.683-010 Food Service Driver

913.663-018 Driver

906.683-014 Liquid Fertilizer Servicer

919.663-022 Escort Vehicle Driver

906.683-018 Telephone Directory Distributor Driver

For more information, see COG #255; OOH p. 444; GOE p. 189 (GOE Code 05.08.01).

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

WINE FERMENTERS

1995 Survey

7 Employers Responded

Wine Fermenters tend tanks that convert (ferment) crushed fruit or must into wines by dumping or shoveling specified amounts of crushed fruits into wine tanks and starting pump to admit premeasured amounts of syrup, or by pouring and dumping specified amount of chemicals and yeast into tanks containing must to prevent bacteria growth and to induce fermentation. May pump fermented wine through filter equipment to remove sediment. May meter out specified amounts of sugar and water into automatic mixing tank to produce syrup. (DOT 522.685-062)

Other titles used by responding employers: Cellar Worker, Cellar Foreman, Winemaker.

TRAINING, EXPERIENCE & OTHER REQUIREMENTS

Training: **Most** (57%) responding employers usually accept training as a substitute for work experience while **some** (14%) sometimes do. **Some** (29%) state they always do. **Most** training desired occurs on site.

Local or adjacent training availability: None available except on-the-job training.

Education of recent hires: High school grad/equiv, 100% Some college, 14%

Previous work experience required: **Most** (57%) responding employers state they sometimes require previous work experience while **many** (43%) state they never do.

Experience: **Most** responding employers report that 3 to 12 months experience meet their qualifications.

Skills and qualifications required were rated as follows: (Out of 7 firms, 5 answered this question.)

Extremely important

Accurately record & report information

Know basic math

Climb stairs and ladders

Able to stoop, kneel, crouch, and/or crawl frequently

Possess good vision

Somewhat important

Drag hoses

Able to lift at least 10 to 50 lbs repeatedly

Transferable skills desired

Read and follow instructions

Communicate effectively (speaking & listening)

New skills desired

Able to use new equipment

Able to solve problems and make decisions

Work independently and/or with close supervision

SIZE AND EMPLOYMENT OUTLOOK (EDD Forecasts 1992-1998)

Size: Small (Projections to 1998 not available.)

Annual proj. growth: **Remain stable**

Proj. new jobs: N/A

Openings due to separations: N/A (Avg

annual growth of all occupations by county: Amador, 2.5%; Calaveras, 1.5%; Mariposa, 1%; Tuolumne, 1.8%; Combined avg, 1.8%)

SUPPLY/DEMAND ASSESSMENT

Degree of difficulty employers have finding qualified applicants:

Inexperienced: A little difficult

Experienced: A little difficult

Survey indicates worker supply is somewhat larger than demand for qualified applicants; applicants may experience competition in job seeking. **Most** (57%) responding employers expect this occupation's employment to remain stable over the next 3 years, while **many** (43%) expect it to grow. Responding employers reported 7 persons were hired in this occupation during the last 12 months: 29% from growth, 0% from promotions, 14% from persons leaving firms, and 57% for temporary/seasonal positions.

Most = more than 50%, **Many** = 35% to 50%, **Some** = 10% to 34%, **Few** = less than 10%

9.Jobs Represented**WINE FERMENTERS****HOURLY WAGES (October 1995)**

	Low	High	Median
New hires, no experience	\$5.50	\$13.00	\$7.00
New hires, experienced	\$6.00	\$14.00	\$7.50
3 yrs with firm	\$7.00	\$14.50	\$9.00

BENEFITS

Offered full time employees: (Out of 7 firms, 6 answered this question.)

Medical insurance	50%	Paid sick leave	83%
Dental insurance	50%	Retirement plan	0%
Vision insurance	17%	Life insurance	0%
Paid vacation	100%	Child care	0%
Subsidized housing	17%	Pension plan, 401K	17%

(Benefits are not paid to part time employees.)

MAJOR EMPLOYING INDUSTRIES (In survey area)

Establishments primarily engaged in producing grapes and wine, wine cellars engaged in blending and bottling wines

RECRUITMENT PRACTICES USED

(All employers answered this question.)

Newspaper ads	57%	Public/private school referrals	0%
In-house promotions/transfers	14%	Unsolicited applicants	14%
EDD	0%	Current employee referrals	57%
Private employment agencies	0%		

WORKER QUALIFICATION PROFILE (See Appendix.)**DOT 522.685-062, Fermenter-Wine**

Physical Demands L2346

Skill Indicator 2

General Education Development R3 M2 L3

Aptitude G3 V4 N4 S4 P4 Q4 K3 F4 M3 E5 C3

Specific Vocational Preparation 3 to 6 months

OTHER INFORMATION

Career Ladder may look like this: Wine sales clerk, winemaker assistant, laboratory worker, **wine fermenter**, supervisor.

Male, 89% (17)

Female, 11% (2)

Hours:

Full time, 68% (avg 40 hrs/wk)

Part time, 11% (avg 25 hrs/wk)

Temp/On Call, 0%

Seasonal, 21% (avg 48 hrs/wk)

Related **DICTIONARY OF OCCUPATIONAL TITLES (DOT) Codes**

N/A

For more information, see COG N/A; OOH p. N/A; GOE p. 125 (GOE Code 06.04.15).

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1995

SECTION 6 LOCAL AND ADJACENT TRAINING PROGRAMS

This section lists training programs and providers in alphabetical and career cluster orders.
For detailed program and course descriptions, refer to the **Mother Lode Consortium 1995
Vocational Training Directory**.

PROGRAMS LISTED ALPHABETICALLY

CC = Columbia College

MC = Merced College

MJC = Modesto Junior College

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- Accounting, Amador HS ROP, p. 172
 Accounting, Columbia College, p. 32
 Accounting, Merced College, p. 65
 Accounting, Valley Commercial College, p. 153
 Accounting-Automated, Valley Commercial College, p. 154
 Accounting Clerk-Administrative, Computer Tutor, p. 140
 Accounting Clerk-Automated, Computer Tutor, p. 141
 Acctng Clerk Bookkeeper, Worldwide Ed Svcs, p. 159-160
 Accounting-Computer, Modesto City Schools ROP, p. 203
 Accounting-Computerized, Ponderosa HS ROP, p. 180
 Accting-Full-Chrg Bookkeeper, Valley Commercial College, p. 155
 Accounting-Microcomputer, Chowchilla HS ROP, p. 190
 Accting Specialist-Automated, Valley Commercial College, p. 155
 Acoustical Installer, Carpenters 46 NCCJATC, p. 19
 Addiction Studies, Merced College, p. 52
 Administration of Justice, Merced College, p. 52
 Administrative Assistant, Columbia College, p. 46
 Administrative Assistant, Computer Tutor, p. 140
 Administrative Assistant, Valley Commercial College, p. 154
 Administrative Secretary, Worldwide Ed Svcs, p. 161-162
 Ag Animal Science, Merced College, p. 53
 Ag Artificial Insemination Technician, Modesto JC, p. 82
 Ag Business, Merced College, p. 53
 Ag Business Management, Los Banos HS ROP, p. 190
 Ag Construction & Maintenance, Atwater HS ROP, p. 191
 Ag Construction & Maintenance, Chowchilla HS ROP, p. 191
 Ag Construction & Maintenance, Hilmar HS ROP, p. 191
 Ag Construction & Maintenance, Livingston HS ROP, p. 191
 Ag Crop Science, Merced College, p. 54
 Ag Diesel Equipment Mechanics, Atwater HS ROP, p. 191
 Ag Diesel Equipment Mechanics, Golden Valley HS ROP, p. 191
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 Ag Diesel Equipment Mechanics, Merced HS ROP, p. 191
 Ag Diesel Equipment Technology, Merced College, p. 54
 Ag General, Merced College, p. 55
 Ag Horse Management, Merced College, p. 55
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 Ag Laboratory Technician, Modesto Junior College, p. 81
 Ag Mechanics Technician, Modesto Junior College, p. 82
 Ag Mechanized Agriculture Technology, Merced College, p. 56
 Ag Power Equipment Technology, Gustine HS ROP, p. 192
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 Ag Sales & Services, Chowchilla HS ROP, p. 192
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 Ag Sales & Services, Hilmar HS ROP, p. 192
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 Ag Sales & Services, Los Banos HS ROP, p. 192
 Ag Sales & Services, Merced HS ROP, p. 192
 Ag Sales/Service Tech, Modesto Junior College, p. 87
 Ag Science/Computer Applications, Atwater HS ROP, p. 93
 Ag Science/Cmptr Applications, Golden Valley HS ROP, p. 193
 Ag Science/Cmptr Applications, Livingston HS ROP, p. 193
 Ag Science/Computer Applications, Merced HS ROP, p. 193
 Ag Skills, Chowchilla HS ROP, p. 193
 Ag Structures & Conveniences, Le Grand HS ROP, p. 193
 Ag Technology, Mariposa HS ROP, p. 187
 Ag Welding, Atwater HS ROP, p. 194
 Ag Welding, Chowchilla HS ROP, p. 194
 Ag Welding, Dos Palos HS ROP, p. 194
 Ag Welding, Hilmar HS ROP, p. 194
 Ag Welding, Le Grand HS ROP, p. 194
 Agri-Business, Ponderosa HS ROP, p. 180
 Air Conditioning/Refrig Mech, Plumbers Local 437 JATC, p.26
 Appliance Repair, Ike's Refrig/Appliance Trng Center, p. 146
 Applied Computer Studies, Columbia College, p. 35
 Art, Commercial, Merced College, p. 61
 Art, Visual, Merced College, p. 61
 Arterial Puncture, Inst of Phlebotomy Sciences, Inc., p. 147
 Artificial Insemination Tech, MJC, p. 83
 Auto Body, Ponderosa HS ROP, p. 181
 Auto Body & Fender, Merced College, p. 62
 Auto Body Collision Repair, Modesto Junior College, p. 94
 Auto Body Repair, Summerville HS ROP, p. 204
 Auto Body Repair, Turlock HS ROP, p. 204
 Auto Body Spray Paint Refinishing, MJC, p. 94
 Auto Engine, Independence HS ROP, p. 181
 Auto Engine, Oak Ridge HS ROP, p. 181
 Auto Engine Repair/Performance, Columbia College, p. 31
 Auto Repair, General, Columbia College, p. 30
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 Auto Service Technology, Hughson HS ROP, p. 204
 Auto Service Technology, Mammoth HS ROP, p. 204
 Auto Service Technology, Oakdale/Riverbank HS ROP, p. 204
 Auto Service Technology, Patterson HS ROP, p. 204
 Auto Service Technology, Sonora HS ROP, p. 204
 Auto Service Technology, Turlock HS ROP, p. 204
 Auto Services, Atwater HS ROP, p. 194
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 Automotive, Calaveras HS ROP, p. 175
 Automotive, Gen. Auto Repair, Columbia College, p. 30
 Automotive Engine Repair/Performance, Columbia College, p.31
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 Banking Services, Modesto Jr. College, p. 96
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 Bookkeeper, Full-Charge, Valley Commercial College, p. 155
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 Building Construction, Sonora HS ROP, p. 205
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 Business Management, Columbia College, p. 32
 Business Management, Modesto City Schools ROP, p. 206
 Business Management-Merchandising, Merced College, p. 68
 Business Management-Small Business, Merced College, p. 68
 Business Management-Sprvsry Trngng, Merced College, p. 69
 Business Occs-Adv, Central Valley Opportunity Center, p. 134
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 Business, Office Administration, Merced College, p. 70
 Business, Retailing, Columbia College, p. 33

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 Cabinet Construction, Turlock HS ROP, p. 207
 Cabinetmaking, Chowchilla HS ROP, p. 196
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*EDD Publication, PROJECTIONS OF EMPLOYMENT 1992-1998, Mother Lode Consortium, 1994

WORKER QUALIFICATIONS PROFILE

The Worker Qualifications Profile is included in this report to assist vocational counselors in matching clients' general education development and aptitudes to appropriate occupations for training or placement.

For a more detailed description of **physical demands, general education development, specific vocational preparation, and aptitudes**, the reader is referred to CLASSIFICATION OF JOBS, Volume 1, Janet E. Field, M.A. and Timothy F. Field, Ph.D., Published by E & F Elliott & Fitzpatrick, Inc, 3rd revision.

PD PHYSICAL DEMANDS

Physical demands are those physical activities required of a worker in a job.

The five degrees of physical demands are:

S Sedentary Work

Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met. Lifting 10 pounds maximum.

L Light Work

A job is in this category when it requires walking or standing to a significant degree of pushing and pulling of arm and/or leg controls. Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds.

M Medium Work

Lifting 50 pounds maximum with frequent lifting and/or carrying of objects up to 25 pounds.

H Heavy Work

Lifting 100 pounds maximum with frequent lifting and/or carrying of objects weighing up to 50 pounds.

V Very Heavy Work

Lifting objects in excess of 100 pounds with frequent lifting and/or carrying of objects weighing 50 pounds or more.

THE FACTORS

- 1 Lifting, carrying, pushing, and/or pulling (strength)**
- 2 Climbing and/or Balancing**
- 3 Stooping, Kneeling, Crouching, and/or Crawling**
- 4 Reaching, Handling, Fingering, and/or Feeling**
- 5 Talking and/or Hearing**
- 6 Seeing**

Reference: DOL, Handbook for Analyzing Jobs, pp. 325-331

GED GENERAL EDUCATIONAL DEVELOPMENT

General education development (GED) means formal and informal education which contributes to a persons reasoning development, ability to follow instructions, and acquisition of mathematical and language skills. This is education of a general nature which does not have a recognized, fairly specific occupational objective. Ordinarily, such education is obtained in elementary school, high school, or college. However, it derives also from experience and self-study.

The GED scale is composed of three divisions:

R Reasoning Development	1 - 6
M Mathematical Development	1 - 6
L Language Development	1 - 5

Level 1 is low and Level 6 is high.

For further explanation of these levels, see the Scale of General Education Development in the Handbook for Analyzing Jobs, pages 210-211.

SVP SPECIFIC VOCATIONAL PREPARATION

Specific Vocational Preparation is an estimate of the typical amount of time required for a worker to become fully qualified at an average performance level for a job. This preparation time may include formal classroom training, on-the-job training, self-study, and/or time needed to get up to production speed. Since it includes any or all of this kind of preparation, it may not be the same amount of time as a training program set up for the occupation.

SVP	Preparation time
1	Short demonstration only
2	Up to 30 days
3	Over 30 days up to 3 months
4	Over 3 months up to 6 months
5	Over 6 months up to 1 year
6	Over 1 year up to 2 years
7	Over 2 years up to 4 years
8	Over 4 years up to 10 years
9	More than 10 years

OES SKILL INDICATOR

Skilled 1	Jobs identified as having a Specific Vocational Preparation of 7-9.
Semiskilled 2	Jobs having a Specific Vocational Preparation of 3-6.
Unskilled 3	Jobs having a Specific Vocational Preparation of 1-2.

Reference: DOL Handbook for Analyzing Jobs, pp. 220-229
Field Classification of Jobs, p. 445

APT APTITUDES

Specific capacities and abilities required of an individual in order to learn or perform adequately a task or job duty.

G INTELLIGENCE: General learning ability. The ability to "catch on" or understand instructions and underlying principles. Ability to reason and make judgments. Closely related to doing well in school.

V VERBAL: Ability to understand meanings of words and ideas associated with them, and to use them effectively. To comprehend language, to understand relationships between words, and to understand meanings of whole sentences and paragraphs. To present information or ideas clearly.

N NUMERICAL: Ability to perform arithmetic operations quickly and accurately.

S SPATIAL: Ability to comprehend forms in space and understand relationships of plane and solid objects. May be used in such tasks as blueprint reading and in solving geometry problems. Frequently described as the ability to "visualize" objects of two or three dimensions, or to think visually of geometric forms.

P FORM PERCEPTION: Ability to perceive pertinent detail in objects or in pictorial or graphic material. To make visual comparisons and discriminations and see slight differences in shapes and shadings of figures and widths and length lines.

Q CLERICAL PERCEPTION: Ability to perceive pertinent detail in verbal or tabular material. To observe differences in copy, to proofread words and numbers, and to avoid perceptual errors in arithmetic computation.

K MOTOR COORDINATION: Ability to coordinate eyes and hands or fingers rapidly and accurately in making precise movements with speed. Ability to make a movement response accurately and quickly.

F FINGER DEXTERITY: Ability to move the fingers and manipulate small objects with the fingers rapidly or accurately.

M MANUAL DEXTERITY: Ability to move the hands easily and skillfully.
To work with the hands in placing and turning motions.

E EYE-HAND-FOOT COORDINATION: Ability to move the hand and foot
coordinately with each other in accordance with visual stimuli.

C COLOR DISCRIMINATION: Ability to perceive or recognize similarities or
differences in colors, or in shades or other values of the same color; to identify a particular color,
or to recognize harmonious or contrasting color combinations, or to match colors accurately.

Levels range from 1 to 6; **1** is **HIGH** and **6** is **LOW**.

LEVEL EXPLANATIONS ARE:

- 1 High degree of the aptitude needed.
- 2 Above average degree of the aptitude needed.
- 3 Medium degree of the aptitude needed.
- 4 Below average or low degree of the aptitude needed.
- 5 Very low degree of aptitude needed.